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ABSTRACT

Results of a survey of salaries of full-time administrators at public, doctoral-granting institutions for 1986-1987 are presented. Rank order distributions of 12-month administrative salaries are provided for 151 state universities in 49 states and 29 university systems in 23 states. Salary data for 151 universities are also arranged into the nine regions defined by the Equal Employment Opportunity Commission. A separate table indicates salaries paid to officers of university systems, which have a separate administrative structure for multiple general academic institutions, at least one of which has doctoral offerings. Specific positions are covered under the following administrative categories: president (chancellor), academic officers, business officers, student affairs officers, administrative officers, public/relations/development officers, research officers, and deans (directors). Newly reported positions are the Dean of Dentistry, Dean of Health Professions, Dean of Public Affairs, and the combined position of Graduate Dean and Vice President of Research Services. Information is included on whether a salary is paid for a position with a dual function. To provide anonymity, the universities are not identified with their salaries, but are listed separately. (SW)

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TWENTIETH ANNUAL

RANK-ORDER DISTRIBUTION

OF

ADMINISTRATIVE SALARIES

PAID

1986-87

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED FIFTY-ONE STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-NINE STATES
AND TWENTY-NINE UNIVERSITY SYSTEMS
REPRESENTING TWENTY-THREE STATES

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1986

NE 020 018

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A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the twentieth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred fifty-one institutions in forty-nine states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred fifty-one participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from twenty-nine university systems in twenty-three states.

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES
IN FORTY-NINE STATES

This table summarizes the data for one hundred fifty-one universities in forty-nine states. For making these data available, the University of Arkansas is grateful to the following universities:

*Arizona State University
*Auburn University
Ball State University
Bowling Green State University
Brooklyn College
Central Michigan University
Central Missouri State University
City University of New York
Bernard Baruch
City University of New York
Graduate School and
University Center
City University of New York
Herbert H. Lehman College
*Clemson University
Cleveland State University
College of William and Mary
*Colorado State University
East Tennessee State University
East Texas State University
Florida Atlantic University
*Florida State University
*Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
*Indiana University - Bloomington
Indiana University of Pennsylvania
Indiana University - Purdue
University at Indianapolis
*Iowa State University of Science
and Technology
*Kansas State University
*Kent State University
Lamar University
*Louisiana State University
and A & M College
Louisiana Tech University
Memphis State University
*Miami University
*Michigan State University
Michigan Technological University
Middle Tennessee State University
*Mississippi State University
*Montana State University
Morgan State University
New Jersey Institute of Technology
New Mexico Institute of Mining
and Technology
*New Mexico State University
*North Carolina State University
at Raleigh
*North Dakota State University
North Texas State University
Northeast Louisiana University
Northern Arizona University
Northern Illinois University
Oakland University
*Ohio State University
*Ohio University
*Oklahoma State University
Old Dominion University
*Oregon State University
Portland State University
Sam Houston State University
San Diego State University
South Dakota School of Mines
and Technology
*South Dakota State University
*Southern Illinois University
at Carbondale
Southern Illinois University
at Edwardsville
*State University of New York -
Binghamton

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*State University of New York - Buffalo
*State University of New York - Stony Brook
Stephen F. Austin State University
Tennessee Technological University
Texas A & I University
*Texas A & M University
*Texas Southern University
*Texas Tech University
University of Akron
*University of Alabama
*University of Alabama - Birmingham
University of Alabama - Huntsville
*University of Arizona
*University of Arkansas
*University of California
*University of California - Davis
*University of California - Riverside
University of California - Santa Barbara
University of California - Santa Cruz
University of Central Florida
*University of Cincinnati
University of Colorado at Boulder
University of Colorado at Denver
*University of Connecticut
*University of Delaware
*University of Florida
*University of Hawaii at Manoa
*University of Houston
*University of Idaho
*University of Illinois at Chicago
*University of Illinois at Urbana-Champaign
*University of Kansas at Lawrence
*University of Kentucky
*University of Louisville
University of Lowell
*University of Maine at Orono
University of Maryland - Baltimore
University of Maryland Baltimore County
*University of Maryland at College Park
*University of Massachusetts
*University of Michigan at Ann Arbor
*University of Minnesota - Twin Cities
*University of Mississippi
*University of Missouri - Columbia
*University of Missouri - Kansas City
*University of Missouri - Rolla
*University of Montana
*University of Nebraska - Lincoln
*University of Nebraska at Omaha
University of Nevada, Las Vegas
*University of Nevada, Reno
*University of New Hampshire
*University of New Mexico
*University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
*University of North Dakota
University of North Florida
University of Northern Colorado
University of Northern Iowa
*University of Oklahoma
*University of Rhode Island
University of South Alabama
*University of South Carolina, Columbia
*University of South Dakota
*University of South Florida

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

University of Southern Mississippi
University of Southwestern Louisiana
*University of Tennessee - Knoxville
University of Texas at Arlington
*University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso
University of Toledo
*University of Utah
*University of Vermont
*University of Virginia
*University of Washington
*University of Wisconsin at Madison
*University of Wisconsin at Milwaukee
*University of Wyoming
*Utah State University
*Virginia Commonwealth University
*Virginia Polytechnic Institute and State University
*Washington State University
*Wayne State University
*West Virginia University
Western Michigan University
Wichita State University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY	
1	129,600	*
2	119,260	*
3	110,000	*
4	107,004	*
5	102,500	*
6	102,000	*
7	102,000	*
8	101,000	*
9	99,215	*
10	98,115	
11	96,000	*
12	95,000	*
13	92,004	*
14	85,000	*
15	84,750	*
16	83,465	*
17	78,000	*

AVERAGE "*" 99,178

AVERAGE ALL 99,114

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY	
1	141,251	*
2	135,660	*
3	130,200	*
4	128,000	
5	127,000	*
6	121,000	*
7	121,000	*
8	120,933	*
9	120,000	
10	120,000	*
11	120,000	*
12	115,000	*
13	115,000	*
14	114,200	
15	112,500	*
16	112,000	
17	112,000	*
18	110,100	
19	110,000	*
20	110,000	*
21	109,783	*
22	109,681	*
23	109,681	*
24	109,100	*
25	107,980	*
26	107,980	*
27	107,100	*
28	106,900	*
29	106,900	*
30	106,040	
31	105,430	
32	105,000	*
33	105,000	
34	105,000	*
35	105,000	*
36	105,000	*
37	104,000	*
38	101,972	
39	101,200	
40	101,000	
41	101,000	*
42	99,700	*
43	99,367	*
44	99,306	
45	99,300	
46	98,300	*
47	98,000	
48	97,750	*
49	97,417	
50	97,200	
51	97,125	*
52	97,010	*
53	96,250	
54	96,000	*
55	95,052	*
56	95,000	
57	95,000	
58	95,000	
59	95,000	
60	94,780	*
61	94,230	
62	94,150	*
63	93,620	*
64	93,450	
65	92,500	
66	92,300	
67	92,185	
68	92,000	*
69	92,000	*
70	90,895	
71	90,200	*
72	90,125	
73	90,000	*
74	90,000	
75	90,000	
76	89,804	*
77	89,801	
78	89,801	
79	88,968	*
80	88,810	*
81	88,525	*
82	86,500	*
83	86,400	
84	86,400	*
85	86,300	
86	86,300	
87	85,680	*
88	85,680	*
89	85,680	
90	85,680	*
91	85,680	*
92	85,680	
93	85,680	
94	85,436	*
95	85,000	*
96	85,000	*
97	84,996	
98	84,000	*
99	83,555	*
100	83,485	*
101	83,220	
102	83,220	
103	83,198	*
104	83,000	
105	83,000	
106	82,692	
107	82,300	*
108	82,000	
109	82,000	
110	80,200	*
111	80,000	
112	80,000	
113	79,212	*
114	78,156	*
115	78,150	*
116	78,108	
117	78,000	
118	78,000	*
119	77,700	
120	74,335	
121	74,200	
122	73,250	*
123	73,000	*
124	71,400	*
125	71,365	
126	71,335	
127	70,400	
128	66,300	
129	67,737	*
130	67,442	*
131	67,000	
132	65,000	
133	65,000	
134	64,696	
135	57,464	

AVERAGE "*" 97,034

AVERAGE ALL 93,550

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TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	147,300
2	117,250 *
3	(106,100)*
4	(105,000)*
5	105,000 *
6	104,000 *
7	(103,000)*
8	(99,200)*
9	99,000 *
10	99,000 *
11	98,833 *
12	98,600
13	98,500 *
14	(97,000)
15	97,000 *
16	97,000 *
17	(96,300)*
18	95,500
19	95,000 *
20	94,600 *
21	94,236 *
22	92,973 *
23	(92,700)*
24	90,500 *
25	89,100 *
26	89,000
27	88,000 *
28	88,000 *
29	87,550
30	87,500
31	86,500
32	85,600
33	85,567
34	85,527 *
35	85,500 *
36	85,500
37	85,000
38	84,250 *
39	83,542 *
40	83,330 *
41	83,107
42	83,000
43	82,974
44	(82,700)*
45	82,300 *
46	81,500 *
47	81,121 *
48	81,000
49	80,832
50	80,750 *
51	80,500
52	80,500
53	(80,234)
54	80,000 *
55	80,000
56	79,500 *
57	79,500
58	79,500
59	(79,440)
60	79,416 *
61	(79,000)*
62	77,232 *
63	77,000
64	76,320
65	76,000
66	75,567 *
67	75,400 *
68	75,100 *
69	75,000
70	75,000 *
71	75,000 *
72	74,962
73	74,880 *
74	74,865
75	(74,352)
76	73,980 *
77	73,000
78	72,675 *
79	72,600 *
80	72,319
81	72,300
82	72,100
83	71,800 *
84	70,000 *
85	70,000
86	69,000
87	68,897
88	68,500
89	68,438
90	68,004
91	68,000
92	68,000 *
93	67,700 *
94	67,041 *
95	67,000 *
96	66,660
97	66,625 *
98	66,294
99	65,250 *
100	64,000 *
101	63,900 *
102	63,700
103	(63,420)
104	63,354 *
105	63,264
106	63,069 *
107	63,000
108	63,000
109	62,000 *
110	61,750
111	61,692
112	61,435
113	60,194
114	59,360
115	59,010
116	54,499
117	52,000 *

AVERAGE "*" 82,910

AVERAGE ALL 79,699

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(117,500)*
2	(112,000)
3	108,900 *
4	(105,000)*
5	105,000 *
6	104,600 *
7	(103,000)*
8	98,000 *
9	97,500 *
10	(96,300)*
11	95,000 *
12	94,000 *
13	92,906 *
14	(92,700)*
15	91,350 *
16	90,500 *
17	90,432 *
18	89,250 *
19	(87,550)*
20	86,670 *
21	86,000
22	(85,000)
23	84,400
24	84,156 *
25	84,000 *
26	83,000 *
27	(82,700)*
28	81,671 *
29	81,671
30	81,000 *
31	(80,234)
32	80,000 *
33	(79,440)
34	79,116 *
35	79,039 *
36	78,750
37	78,000 *
38	77,500 *
39	77,400 *
40	76,280 *
41	75,000 *
42	(74,352)
43	73,400 *
44	72,000 *
45	70,488
46	(63,420)
47	61,000

AVERAGE "*" 88,875

AVERAGE ALL 86,544

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY	
1	95,800	*
2	92,000	*
3	88,190	*
4	85,500	*
5	84,800	*
6	82,720	*
7	82,100	*
8	81,000	*
9	80,000	*
10	79,000	*
11	78,696	*
12	77,900	
13	77,248	*
14	77,160	*
15	76,500	*
16	76,500	*
17	76,400	*
18	75,900	*
19	75,440	*
20	75,404	*
21	73,760	*
22	73,700	
23	73,000	*
24	72,600	
25	71,730	
26	71,400	*
27	71,000	*
28	70,900	*
29	70,513	
30	70,000	*
31	69,900	*
32	69,500	*
33	69,300	
34	69,240	*
35	68,891	
36	68,500	*
37	68,300	*
38	68,265	*
39	67,600	*
40	67,500	*
41	66,396	*
42	65,920	*
43	65,462	*
44	65,300	*
45	65,204	
46	65,204	
47	65,004	*
48	64,875	*
49	64,600	*
50	64,500	
51	64,000	*
52	63,900	
53	63,800	*
54	63,500	*
55	63,000	*
56	62,700	*
57	62,652	*
58	62,500	*
59	62,323	*
60	62,000	
61	61,944	*
62	61,819	*
63	61,776	*
64	61,500	*
65	61,500	*
66	61,200	*
67	61,008	
68	61,000	
69	60,705	*
70	60,500	*
71	60,200	*
72	60,142	*
73	60,000	
74	60,000	*
75	60,000	*
76	59,800	*
77	59,578	
78	59,532	
79	59,360	*
80	58,440	*
81	58,270	*
82	58,187	*
83	58,050	
84	58,000	*
85	57,835	
86	57,636	
87	57,043	*
88	57,000	
89	56,484	
90	56,130	*
91	56,054	
92	56,000	
93	55,940	
94	55,650	*
95	55,600	
96	55,574	*
97	55,382	
98	55,350	
99	55,300	
100	54,780	
101	54,500	*
102	54,500	
103	54,450	*
104	54,000	*
105	54,000	
106	53,935	
107	53,148	
108	53,039	*
109	53,010	
110	53,000	
111	52,280	
112	52,264	
113	52,103	
114	52,003	
115	51,649	*
116	51,500	*
117	51,369	*
118	50,962	
119	50,757	
120	50,641	*
121	50,443	*
122	50,220	*
123	50,000	*
124	49,283	
125	49,068	
126	48,880	*
127	47,385	
128	47,000	
129	46,908	*
130	46,452	
131	45,476	*
132	45,376	*
133	45,168	
134	45,100	
135	45,000	
136	45,000	*
137	42,759	
138	42,000	
139	41,830	*
140	40,783	
141	40,019	
142	39,656	
143	39,217	
144	38,806	
145	38,129	
146	28,346	

AVERAGE "*" 64,740

AVERAGE ALL 60,592

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	72,400 *
2	70,869
3	70,000 *
4	64,200 *
5	64,000
6	60,900 *
7	60,574 *
8	60,034 *
9	60,000 *
10	60,000 *
11	58,100
12	57,400
13	56,017 *
14	55,946 *
15	54,570 *
16	54,303 *
17	53,028 *
18	53,000 *
19	52,275 *
20	51,373 *
21	51,028 *
22	50,200 *
23	49,600 *
24	49,249 *
25	48,873
26	48,403
27	48,300 *
28	47,808 *
29	47,800 *
30	47,250
31	47,100 *
32	45,800 *
33	45,700 *
34	45,500 *
35	45,180 *
36	45,084 *
37	45,000 *
38	45,000
39	44,758 *
40	(44,533)
41	44,520 *
42	44,500 *
43	43,470 *
44	43,344 *
45	43,200
46	43,020 *
47	42,500 *
48	42,300 *
49	42,110 *
50	42,000 *
51	42,000
52	41,800
53	41,560 *
54	(41,448)*
55	41,322
56	41,300
57	41,172 *
58	41,000 *
59	40,856
60	40,250 *
61	40,000
62	40,000
63	40,000 *
64	40,000
65	39,917
66	39,552 *
67	39,537 *
68	39,165
69	39,068 *
70	38,880 *
71	38,665
72	38,006
73	37,572
74	37,504
75	37,300 *
76	37,110
77	37,008 *
78	36,867 *
79	36,550
80	36,431 *
81	36,114 *
82	36,000 *
83	35,848
84	35,700
85	35,525
86	35,400 *
87	35,400 *
88	35,302
89	35,000 *
90	34,000
91	33,912
92	33,300
93	33,039
94	33,000 *
95	32,856
96	32,694 *
97	32,604 *
98	32,592
99	32,557
100	32,106
101	32,000 *
102	32,000
103	32,000
104	31,984 *
105	31,500 *
106	31,000 *
107	30,975 *
108	30,722
109	30,207 *
110	30,183
111	29,320
112	29,190
113	29,000
114	28,932
115	28,000
116	24,000 *
117	23,376 *
118	23,176
AVERAGE "*"	44,224
AVERAGE ALL	41,967

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	87,550 *
2	85,000 *
3	83,160 *
4	80,900 *
5	79,900 *
6	79,700 *
7	79,280 *
8	78,141 *
9	77,200 *
10	77,147
11	77,000 *
12	76,421 *
13	76,000 *
14	74,300 *
15	74,050 *
16	73,715 *
17	73,680 *
18	72,238 *
19	70,920 *
20	70,669
21	70,500 *
22	70,000 *
23	70,000 *
24	69,300 *
25	69,000 *
26	68,900
27	68,700
28	68,662
29	68,200
30	68,000 *
31	67,680 *
32	67,000 *
33	66,700 *
34	66,469 *
35	65,976 *
36	65,520 *
37	65,500 *
38	65,160 *
39	64,693
40	64,300 *
41	64,200
42	64,100 *
43	64,000
44	63,898
45	63,660 *
46	63,700 *
47	63,627 *
48	63,070 *
49	63,000 *
50	63,000 *
51	62,540 *
52	62,004 *
53	62,000 *
54	61,755 *
55	61,576 *
56	61,500
57	60,800 *
58	60,740 *
59	60,641 *
60	60,600
61	60,500
62	60,250 *
63	60,230
64	60,000 *
65	59,640
66	59,364
67	58,891 *
68	58,875
69	58,740 *
70	58,575
71	58,200
72	58,167 *
73	58,023
74	58,000
75	57,815 *
76	57,646 *
77	57,500
78	57,264
79	57,000 *
80	56,375 *
81	55,834 *
82	55,756
83	55,725 *
84	54,500 *
85	54,450 *
86	54,418 *
87	54,240 *
88	54,204 *
89	54,122
90	54,100
91	53,940
92	53,830 *
93	53,615 *
94	53,400
95	53,300 *
96	53,300
97	53,100
98	52,800 *
99	52,800 *
100	52,250 *
101	51,826
102	51,500 *
103	51,000
104	50,923
105	50,666
106	50,509 *
107	50,250
108	50,100
109	50,004
110	49,500 *
111	49,500
112	49,400 *
113	49,203
114	49,000
115	48,864 *
116	48,597
117	48,500 *
118	48,324 *
119	47,574
120	47,353
121	47,124 *
122	46,650
123	46,620
124	46,328 *
125	45,614 *
126	44,750 *
127	44,700 *
128	44,616 *
129	(44,533)
130	44,400
131	44,400 *
132	44,382
133	44,373 *
134	44,267
135	43,888
136	42,996
137	42,968
138	42,600 *
139	41,532 *
140	41,443
141	40,000
142	39,791
143	39,603
144	39,373
145	39,000
146	38,866
147	38,616
148	37,487 *
149	36,572
150	35,991
AVERAGE "*"	61,406
AVERAGE ALL	57,765

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	112,000 *
2	100,000 *
3	95,340 *
4	95,200 *
5	95,000 *
6	94,000
7	94,000
8	93,700
9	93,586 *
10	92,700 *
11	91,500 *
12	90,000 *
13	89,600 *
14	89,000 *
15	87,500 *
16	(87,400)*
17	86,500 *
18	85,488 *
19	85,000 *
20	84,240 *
21	84,000
22	83,000
23	82,835 *
24	(82,600)*
25	81,936 *
26	81,871
27	81,230 *
28	81,230 *
29	80,855 *
30	80,234
31	79,400
32	79,500 *
33	79,389 *
34	79,389 *
35	79,372 *
36	79,300 *
37	78,948 *
38	78,896
39	78,835
40	(78,700)*
41	78,500 *
42	77,500
43	77,500 *
44	77,500 *
45	76,650
46	(76,500)
47	76,320
48	76,300 *
49	(75,636)*
50	(75,600)*
51	75,400 *
52	75,000 *
53	(75,000)*
54	74,865
55	(74,600)
56	74,500
57	74,500
58	74,116
59	72,377
60	72,500 *
61	72,025
62	72,000 *
63	72,000
64	71,928 *
65	71,800 *
66	71,400
67	(71,400)
68	71,000
69	70,800
70	70,400 *
71	70,000
72	69,900
73	69,852 *
74	68,540 *
75	68,460
76	(68,406)
77	68,200 *
78	68,143 *
79	68,000 *
80	68,000
81	68,000
82	67,917
83	67,500 *
84	67,303
85	67,000
86	66,600
87	66,504
88	66,250
89	66,007 *
90	66,000 *
91	66,000 *
92	65,500 *
93	65,250 *
94	65,081 *
95	65,000 *
96	64,575 *
97	(64,305)*
98	63,972
99	63,960 *
100	63,624
101	63,264
102	63,200
103	63,000
104	63,000 *
105	63,000 *
106	62,500
107	62,235 *
108	61,820
109	61,000
110	61,000
111	60,681
112	60,500 *
113	60,200 *
114	59,580
115	59,010
116	58,250
117	57,787
118	57,138 *
119	54,362
120	53,560 *
121	53,288 *
122	50,000 *
AVERAGE "*"	75,873
AVERAGE ALL	73,703

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	
1	85,000	*
2	80,800	*
3	75,600	*
4	75,440	*
5	73,000	*
6	72,820	*
7	71,238	*
8	70,000	*
9	69,850	*
10	68,400	*
11	68,000	*
12	66,660	
13	66,606	*
14	66,000	*
15	(65,200)	*
16	63,720	
17	63,604	*
18	63,100	
19	62,604	*
20	62,000	*
21	61,200	*
22	60,600	*
23	60,042	
24	60,000	
25	60,000	*
26	60,000	
27	59,400	*
28	58,600	
29	58,500	
30	58,207	*
31	57,700	
32	57,500	
33	57,401	*
34	(57,359)	*
35	56,780	
36	56,640	*
37	56,500	*
38	56,500	*
39	56,430	*
40	56,350	*
41	56,250	
42	56,000	*
43	55,704	*
44	55,015	*
45	55,000	*
46	54,800	
47	54,550	
48	54,500	
49	54,378	*
50	54,147	*
51	53,875	
52	53,754	*
53	53,000	
54	52,700	*
55	52,667	*
56	52,000	*
57	52,000	*
58	51,595	*
59	51,300	*
60	51,140	*
61	51,100	*
62	50,965	*
63	50,600	*
64	50,530	
65	50,500	
66	50,400	
67	50,382	*
68	50,250	
69	50,000	
70	49,767	
71	49,700	*
72	49,176	
73	48,900	*
74	(48,685)	
75	48,500	
76	48,500	
77	48,403	*
78	48,312	*
79	48,300	
80	48,272	
81	48,192	
82	48,011	*
83	48,000	*
84	48,000	*
85	48,000	
86	47,961	*
87	(47,300)	*
88	46,752	
89	46,668	*
90	46,545	
91	46,100	
92	45,294	*
93	44,625	
94	44,546	
95	44,000	
96	43,300	
97	42,699	*
98	42,426	*
99	42,210	*
100	41,640	
101	41,413	
102	41,300	*
103	41,280	
104	41,148	
105	40,941	
106	40,338	*
107	40,250	*
108	39,504	
109	39,429	
110	39,000	*
111	37,270	*
112	36,000	
113	35,990	
114	35,300	*
115	34,622	
116	32,558	*
117	32,500	
AVERAGE "*"	55,340	
AVERAGE ALL	52,839	

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY	
1	(80,400)	*
2	78,100	*
3	67,500	*
4	66,000	*
5	(65,200)	*
6	64,000	
7	60,268	
8	59,982	
9	55,080	*
10	54,714	*
11	52,867	*
12	50,000	
13	(48,685)	
14	46,600	*
15	47,100	*
16	42,800	*
17	41,300	*
18	40,600	*
19	40,000	*
20	38,004	
21	37,644	*
22	37,363	
23	34,782	
24	31,452	
25	31,263	
26	28,600	*
27	28,325	*
AVERAGE "*"	51,461	
AVERAGE ALL	49,282	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(80,400)*
2	72,961 *
3	66,800 *
4	65,204
5	65,100 *
6	64,300 *
7	63,500
8	63,400
9	61,000 *
10	59,890
11	58,872 *
12	58,800 *
13	58,167 *
14	57,697 *
15	57,500 *
16	57,500 *
17	(57,359)*
18	54,125 *
19	53,940
20	53,880 *
21	53,136 *
22	52,600 *
23	51,504
24	51,000 *
25	50,974 *
26	50,692
27	50,541
28	50,003
29	49,200
30	49,000
31	49,000
32	48,936 *
33	47,730
34	46,000
35	45,620 *
36	44,975
37	44,684 *
38	43,451 *
39	43,056
40	42,510 *
41	42,500
42	42,485
43	42,336 *
44	41,750 *
45	41,705
46	38,000
47	37,920
48	37,456
49	37,036
50	34,984
51	34,900 *
52	31,380 *
53	27,241
54	26,125 *
55	25,992
56	25,000 *
AVERAGE ***	51,962
AVERAGE ALL	49,318

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	66,500 *
2	64,500 *
3	61,800 *
4	61,600 *
5	58,500
6	58,500 *
7	58,000 *
8	57,600 *
9	57,300 *
10	56,292 *
11	54,100
12	53,990 *
13	51,000
14	50,328 *
15	50,036 *
16	50,000 *
17	49,571 *
18	49,000
19	48,996 *
20	48,100 *
21	47,550 *
22	(47,300)*
23	47,086 *
24	47,000 *
25	46,840
26	46,700 *
27	46,683 *
28	46,594 *
29	46,452 *
30	46,392 *
31	46,278 *
32	45,754 *
33	45,558
34	45,012
35	44,070 *
36	43,874 *
37	43,050 *
38	42,981 *
39	42,694
40	42,500 *
41	42,050 *
42	41,875 *
43	41,576 *
44	41,500 *
45	41,160 *
46	41,000
47	40,956
48	40,910
49	40,572 *
50	40,500
51	40,468 *
52	40,416
53	40,403 *
54	40,400 *
55	40,353
56	40,000 *
57	40,000 *
58	39,500 *
59	39,300 *
60	39,084 *
61	39,068
62	38,988
63	38,605 *
64	38,500
65	38,325 *
66	38,000
67	37,752
68	37,680 *
69	37,500
70	37,400 *
71	37,389
72	37,050 *
73	36,886
74	36,565 *
75	36,000 *
76	35,962
77	35,938
78	35,700
79	35,460
80	34,968 *
81	34,612 *
82	34,440
83	33,840 *
84	33,835
85	33,605
86	33,255
87	32,550
88	32,339 *
89	32,000
90	31,826
91	31,700
92	30,500
93	30,390 *
94	29,870
95	29,000 *
96	28,850
97	28,501 *
98	28,358
99	27,505 *
100	26,832 *
101	25,000
102	22,083
103	20,150 *
104	19,000
AVERAGE ***	43,670
AVERAGE ALL	41,174

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY	
1	91,500	*
2	71,800	
3	71,300	*
4	71,000	
5	68,925	*
6	66,300	*
7	66,500	*
8	(65,870)	*
9	(63,670)	*
10	63,600	*
11	62,815	
12	62,500	*
13	62,004	
14	60,300	*
15	60,069	
16	60,036	*
17	60,000	*
18	60,000	*
19	60,000	
20	59,778	*
21	58,600	
22	58,500	
23	58,167	
24	58,000	
25	57,500	
26	(57,359)	*
27	57,240	*
28	56,910	*
29	56,056	*
30	55,770	*
31	55,500	*
32	55,080	*
33	55,008	*
34	54,480	*
35	53,136	*
36	53,100	*
37	53,000	*
38	52,500	
39	52,400	*
40	52,332	
41	51,828	
42	51,600	*
43	51,590	
44	51,500	*
45	51,116	*
46	51,060	
47	51,000	*
48	51,000	
49	50,700	*
50	50,000	*
51	49,900	*
52	49,500	*
53	49,140	
54	49,000	
55	48,739	*
56	48,600	*
57	48,540	
58	48,403	*
59	48,380	*
60	48,300	*
61	47,772	*
62	47,700	
63	47,689	*
64	47,460	
65	47,352	
66	47,340	*
67	47,320	
68	47,248	*
69	47,220	*
70	46,710	
71	46,469	
72	45,929	*
73	45,660	
74	45,600	
75	45,161	*
76	45,000	*
77	44,904	*
78	44,527	
79	44,456	*
80	44,342	*
81	44,150	*
82	43,944	
83	43,275	*
84	42,800	
85	42,500	*
86	42,250	
87	42,230	
88	42,105	*
89	42,000	*
90	41,600	*
91	41,280	*
92	41,246	
93	41,072	
94	41,000	*
95	40,843	*
96	40,500	*
97	40,473	*
98	40,300	*
99	40,276	
100	39,936	
101	39,000	
102	38,501	
103	37,950	*
104	37,600	*
105	37,500	*
106	37,389	
107	37,275	*
108	37,152	
109	37,000	
110	36,021	*
111	35,400	
112	35,000	
113	34,600	
114	34,295	
115	34,000	
116	33,990	
117	33,855	
118	33,000	*
119	31,452	
120	30,800	*
121	30,000	
122	29,849	*
123	29,722	
124	18,554	
AVERAGE "*"	50,312	
AVERAGE ALL	48,388	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	87,840 *
2	84,400 *
3	80,000 *
4	74,000 *
5	72,500 *
6	72,100
7	71,925 *
8	70,000 *
9	68,350 *
10	67,700 *
11	66,000 *
12	65,180 *
13	64,450
14	64,000
15	64,000
16	63,000 *
17	62,100 *
18	62,100 *
19	62,073 *
20	61,200 *
21	59,984 *
22	59,500 *
23	59,276
24	58,800
25	58,201 *
26	58,167
27	58,167
28	57,876
29	57,800
30	57,760 *
31	57,359 *
32	57,069 *
33	56,676 *
34	56,600 *
35	56,595 *
36	55,680 *
37	55,500
38	55,125 *
39	54,600 *
40	54,200 *
41	54,200 *
42	54,000
43	53,269 *
44	53,200
45	52,500 *
46	52,325 *
47	52,270 *
48	51,870
49	51,503 *
50	51,450 *
51	51,300 *
52	51,174 *
53	51,000 *
54	50,900
55	50,452 *
56	50,400 *
57	50,200 *
58	50,200
59	50,076 *
60	50,003
61	49,900 *
62	49,549 *
63	49,251 *
64	49,200 *
65	49,000 *
66	48,605 *
67	48,600
68	48,566
69	48,516 *
70	48,000
71	47,700
72	47,500 *
73	47,500
74	47,277 *
75	47,000
76	47,000
77	46,653 *
78	46,341 *
79	46,125
80	45,850 *
81	45,838
82	45,699
83	45,600 *
84	45,400
85	45,275 *
86	45,000 *
87	44,935
88	44,116
89	44,064 *
90	44,000
91	43,900 *
92	43,785 *
93	43,200 *
94	43,044 *
95	42,743 *
96	42,432
97	42,260 *
98	41,730 *
99	41,475
100	(41,448)*
101	41,300
102	40,750
103	40,714
104	40,572 *
105	40,572
106	40,332
107	40,200
108	40,140
109	40,006
110	39,775
111	39,537 *
112	(39,325)
113	39,200
114	38,760
115	38,665
116	38,640
117	38,004
118	38,000
119	37,950 *
120	37,800
121	37,500 *
122	37,368 *
123	36,260 *
124	36,218 *
125	36,050
126	35,800 *
127	35,204
128	35,100 *
129	34,657
130	34,081
131	33,397 *
132	32,740 *
133	32,009 *
134	31,452
135	31,263
136	31,117
137	29,000 *
138	27,089
AVERAGE ***	51,787
AVERAGE ALL	49,206

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)

RANK	SALARY
1	96,200 *
2	91,800
3	91,500
4	89,400 *
5	87,660 *
6	86,000
7	85,700 *
8	82,199 *
9	81,871
10	81,360 *
11	81,230 *
12	80,300 *
13	80,000 *
14	80,000
15	79,200 *
16	(79,000)*
17	78,500 *
18	78,500 *
19	77,500 *
20	77,119
21	76,405 *
22	76,000 *
23	75,845 *
24	75,500 *
25	75,500 *
26	75,500 *
27	75,300 *
28	75,000 *
29	75,000
30	75,000 *
31	74,820 *
32	74,500 *
33	74,200
34	74,183
35	74,000 *
36	74,000
37	73,900 *
38	73,800
39	73,500 *
40	73,300 *
41	73,000 *
42	72,900 *
43	72,500 *
44	72,200 *
45	72,200
46	71,760 *
47	71,000
48	69,525 *
49	69,300 *
50	69,156 *
51	69,000
52	68,845 *
53	68,604 *
54	68,400
55	68,200
56	68,000 *
57	68,000 *
58	68,000
59	67,806
60	67,737 *
61	67,620 *
62	67,030 *
63	(66,936)
64	66,750 *
65	66,504
66	66,168 *
67	65,500 *
68	65,500 *
69	65,204
70	65,004
71	65,000
72	65,000 *
73	64,963 *
74	64,766
75	64,300
76	64,008
77	64,000 *
78	63,622
79	63,608
80	63,500
81	63,500
82	63,228 *
83	63,100 *
84	62,800
85	62,700 *
86	(62,700)*
87	62,000 *
88	61,763 *
89	(61,575)*
90	60,843
91	60,600 *
92	60,480 *
93	60,420 *
94	60,000 *
95	60,000 *
96	60,000 *
97	59,582
98	59,568
99	58,860
100	58,500 *
101	58,500
102	58,300 *
103	58,224 *
104	58,200
105	58,000 *
106	(58,000)
107	57,870
108	57,500
109	57,372
110	57,302 *
111	56,230 *
112	56,194
113	55,250
114	54,750
115	54,000 *
116	53,000 *
117	52,750
118	50,000 *
119	50,000
120	49,500
121	47,250
122	45,100
123	44,367 *
AVERAGE "*"	69,343
AVERAGE ALL	67,734

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	71,000 *
2	68,529
3	(66,936)
4	66,766
5	66,680 *
6	65,400 *
7	64,000 *
8	62,818
9	(62,700)*
10	62,500 *
11	62,000 *
12	60,404 *
13	60,087 *
14	59,400 *
15	59,272 *
16	59,178
17	58,892 *
18	58,800
19	58,800
20	58,000 *
21	57,826 *
22	57,750 *
23	57,252 *
24	56,650
25	56,200
26	56,134 *
27	55,680
28	55,299
29	55,000 *
30	54,924
31	54,500 *
32	54,480 *
33	54,435 *
34	54,349 *
35	53,613
36	53,600
37	53,400 *
38	53,200
39	53,000
40	53,000 *
41	52,841 *
42	52,500
43	52,050 *
44	52,000 *
45	52,000 *
46	51,996 *
47	51,600 *
48	51,550 *
49	51,250
50	50,923 *
51	50,500
52	50,388 *
53	50,303 *
54	50,164
55	50,003
56	50,000 *
57	49,700 *
58	48,615
59	48,000 *
60	48,000 *
61	47,648 *
62	47,196
63	47,182
64	46,500 *
65	46,095
66	46,000 *
67	45,600 *
68	45,518 *
69	44,988
70	44,700 *
71	43,500 *
72	43,000
73	42,788
74	42,697
75	42,650 *
76	(42,235)*
77	42,168
78	41,316 *
79	41,000 *
80	40,884
81	40,397 *
82	40,043
83	40,024
84	38,800 *
85	37,992
86	37,960
87	36,375
88	35,919
89	35,000
90	34,285 *
91	34,008
92	32,411
AVERAGE "*"	52,499
AVERAGE ALL	51,019

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	84,674 *
2	73,772 *
3	66,965 *
4	61,764
5	61,052 *
6	59,500 *
7	56,557
8	54,500 *
9	52,500 *
10	52,000
11	50,800 *
12	50,652
13	50,400 *
14	47,170 *
15	46,865 *
16	46,750 *
17	45,943 *
18	45,900 *
19	45,700
20	45,700 *
21	45,100 *
22	43,684
23	43,440
24	42,912 *
25	42,700 *
26	41,070
27	41,040 *
28	41,010
29	40,762
30	39,600 *
31	39,600 *
32	39,552 *
33	39,000
34	38,616
35	38,372 *
36	38,200 *
37	38,110
38	36,000 *
39	35,296
40	34,052 *
41	33,636 *
42	33,564 *
43	33,000 *
44	32,946 *
45	31,983 *
46	31,625
47	30,653 *
48	29,644 *
49	29,214 *
50	26,670 *
51	25,476
52	25,000
53	24,972 *
54	24,000
55	23,000 *
56	22,220 *
57	16,267
AVERAGE "*"	42,666
AVERAGE ALL	41,638

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	72,803 *
2	(67,800)*
3	(64,149)*
4	63,686 *
5	63,035 *
6	60,720
7	60,200
8	59,440 *
9	59,010 *
10	58,650 *
11	(58,368)*
12	58,320 *
13	58,116 *
14	57,684
15	56,800 *
16	56,750 *
17	(56,676)*
18	56,150 *
19	56,054
20	55,800 *
21	55,700 *
22	55,164 *
23	55,092 *
24	(54,985)*
25	54,982 *
26	54,668 *
27	54,590 *
28	54,060
29	(54,000)*
30	53,880 *
31	(53,832)*
32	53,750 *
33	53,532
34	52,900 *
35	52,760 *
36	52,188
37	52,000 *
38	51,881
39	51,826 *
40	51,800
41	51,500
42	51,323
43	51,062 *
44	51,000 *
45	50,600 *
46	50,562
47	50,400
48	50,070
49	50,000
50	50,000
51	49,903
52	49,400 *
53	49,384 *
54	49,300 *
55	49,152 *
56	(48,403)
57	48,250 *
58	48,193
59	48,100
60	47,980 *
61	47,475
62	47,000 *
63	46,858 *
64	46,648 *
65	46,350
66	46,333 *
67	46,320 *
68	46,299
69	46,176 *
70	46,152
71	(46,103)*
72	46,000 *
73	45,870 *
74	45,705 *
75	45,645
76	45,368
77	45,304 *
78	45,000
79	44,982 *
80	44,856
81	44,617 *
82	44,500 *
83	44,100 *
84	43,865
85	43,775
86	43,668
87	43,666 *
88	43,570
89	43,320 *
90	43,240
91	43,080 *
92	42,400
93	42,348 *
94	(42,233)*
95	42,100
96	42,012 *
97	42,000
98	(41,850)*
99	41,573 *
100	41,000 *
101	40,800
102	40,500
103	40,001
104	39,996
105	39,900 *
106	39,550 *
107	39,140 *
108	(39,120)*
109	38,856 *
110	38,403
111	38,325 *
112	38,000 *
113	38,000 *
114	38,000
115	37,800 *
116	37,700 *
117	37,588
118	37,135 *
119	37,125
120	(37,100)*
121	37,026 *
122	37,000
123	36,980
124	35,969
125	35,950 *
126	35,592
127	35,240 *
128	34,845 *
129	34,567
130	32,956 *
131	32,380 *
132	31,851 *
133	31,200
134	31,200
135	31,198
136	30,502
137	(30,500)
138	30,000
139	29,577
140	29,027 *
141	28,952 *
142	28,517
143	27,782
144	26,712
145	25,480 *
AVERAGE "*"	47,369
AVERAGE ALL	45,668

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(67,800)*
2	66,766
3	66,145 *
4	(64,149)*
5	63,800
6	61,656
7	61,600 *
8	61,500 *
9	60,400 *
10	60,240 *
11	59,554 *
12	59,500 *
13	59,040 *
14	(58,368)*
15	58,167
16	58,167
17	58,150 *
18	57,200 *
19	(56,676)*
20	56,223 *
21	56,200 *
22	55,000 *
23	(54,985)*
24	54,192
25	(54,000)*
26	53,940 *
27	(53,832)*
28	53,760 *
29	53,000 *
30	52,944
31	52,500
32	52,200 *
33	52,142
34	52,000 *
35	51,727
36	51,315 *
37	50,992
38	50,969 *
39	50,255 *
40	50,000 *
41	49,343
42	49,152 *
43	49,100
44	49,087 *
45	49,035 *
46	48,920 *
47	48,547 *
48	48,368 *
49	48,237 *
50	47,912 *
51	47,825
52	47,000 *
53	47,379 *
54	47,280 *
55	46,520
56	46,272 *
57	46,171 *
58	46,152
59	(46,103)*
60	46,061
61	45,800 *
62	45,800 *
63	45,736 *
64	45,650
65	45,600
66	45,565 *
67	45,550 *
68	45,218 *
69	45,000 *
70	44,979
71	44,568
72	44,450 *
73	44,445 *
74	44,348 *
75	44,200 *
76	44,041
77	44,004 *
78	44,000 *
79	44,000
80	43,943
81	43,900 *
82	43,583
83	43,560
84	43,472
85	43,190
86	42,850
87	42,800 *
88	42,800
89	42,710 *
90	42,105
91	42,000 *
92	41,693
93	41,642
94	41,300 *
95	41,145 *
96	41,000 *
97	41,000
98	40,730
99	40,700
100	40,601
101	40,577 *
102	40,020
103	40,000 *
104	40,000
105	39,933 *
106	39,900 *
107	39,840 *
108	39,800
109	39,408 *
110	39,208
111	39,200 *
112	39,135
113	(39,120)*
114	39,030
115	38,995
116	38,787 *
117	38,620
118	38,286 *
119	38,000
120	37,755
121	37,500 *
122	37,000
123	37,000
124	36,920 *
125	36,825
126	36,310
127	36,000
128	35,975
129	35,376 *
130	34,912
131	34,695 *
132	33,750 *
133	33,680
134	33,100 *
135	32,616 *
136	32,000 *
137	31,200
138	30,800 *
139	(30,500)
140	29,372
141	29,364
142	25,740 *
AVERAGE **	47,291
AVERAGE ALL	45,723

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	61,700 *
2	58,700
3	58,120 *
4	57,950 *
5	57,000
6	55,720 *
7	55,600 *
8	53,765 *
9	53,400 *
10	53,000
11	53,000 *
12	52,738 *
13	52,593 *
14	52,526 *
15	51,826
16	51,600 *
17	51,400 *
18	51,312 *
19	50,394 *
20	50,250
21	49,600
22	49,271 *
23	49,152 *
24	49,000 *
25	(48,403)
26	48,100 *
27	48,000 *
28	47,887
29	47,600 *
30	47,500 *
31	47,426
32	47,196 *
33	47,160 *
34	47,102 *
35	47,075
36	47,063 *
37	46,992 *
38	46,800 *
39	46,646
40	46,502 *
41	46,450 *
42	46,000 *
43	45,958 *
44	45,936 *
45	45,501 *
46	45,500 *
47	45,392 *
48	45,000 *
49	44,603 *
50	44,568
51	44,016
52	43,738
53	43,350 *
54	43,250 *
55	43,080
56	43,000 *
57	43,000 *
58	42,609 *
59	42,540
60	42,433
61	42,041
62	41,900 *
63	(41,850)*
64	41,719 *
65	41,634 *
66	41,300 *
67	41,142 *
68	41,138 *
69	41,030
70	41,000 *
71	41,000
72	41,000 *
73	40,641
74	40,584
75	40,500
76	40,318 *
77	40,056 *
78	40,000 *
79	39,929
80	39,684 *
81	39,677
82	39,519
83	39,456
84	39,349 *
85	39,200 *
86	39,072 *
87	39,003
88	39,000 *
89	38,880 *
90	38,876
91	38,812 *
92	38,654 *
93	38,580 *
94	38,500
95	38,403
96	38,316 *
97	38,300
98	38,265 *
99	38,194
100	38,000
101	38,000
102	37,419 *
103	37,330
104	37,200
105	(37,100)*
106	36,948 *
107	36,925 *
108	36,900 *
109	36,678
110	36,470 *
111	36,250 *
112	35,734
113	35,430
114	35,102
115	35,000 *
116	34,938 *
117	34,400
118	34,285 *
119	34,200 *
120	34,037
121	34,026
122	34,000 *
123	33,272
124	33,250 *
125	33,000
126	32,436
127	32,389 *
128	32,362
129	32,340 *
130	32,250
131	32,098
132	32,000 *
133	32,000 *
134	31,848
135	31,763
136	31,605
137	31,320
138	31,184
139	31,182
140	30,931 *
141	30,900
142	30,400
143	29,364
144	27,983
145	27,808 *
146	20,800
AVERAGE ***	43,257
AVERAGE ALL	41,441

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	(74,500)*
2	73,400 *
3	65,300 *
4	64,698 *
5	63,787
6	63,120 *
7	61,980 *
8	61,000 *
9	60,720
10	59,000 *
11	58,534 *
12	58,500 *
13	57,900
14	57,250 *
15	56,437 *
16	55,000 *
17	55,000 *
18	54,650
19	54,419 *
20	54,048 *
21	(53,264)
22	(52,872)*
23	52,692
24	52,500
25	52,380
26	52,000 *
27	51,780 *
28	50,000 *
29	50,000 *
30	50,000
31	49,234 *
32	49,203
33	49,008 *
34	48,900 *
35	48,725 *
36	48,591
37	48,265 *
38	48,220 *
39	47,472 *
40	47,412 *
41	47,300 *
42	47,300 *
43	47,104 *
44	46,953 *
45	46,800 *
46	46,656 *
47	46,570 *
48	46,500 *
49	46,250
50	45,860 *
51	45,560
52	45,526 *
53	45,000 *
54	45,000 *
55	44,604 *
56	44,600 *
57	44,415
58	44,000 *
59	43,968 *
60	43,870
61	43,800 *
62	43,524 *
63	43,491
64	43,000 *
65	42,750 *
66	42,687 *
67	42,517 *
68	42,400
69	42,280 *
70	42,180 *
71	41,800 *
72	41,723 *
73	41,500 *
74	41,411
75	41,107
76	41,000 *
77	40,580 *
78	40,505
79	39,715 *
80	39,338 *
81	39,296 *
82	39,270
83	39,057 *
84	39,000
85	38,230
86	38,016 *
87	37,850 *
88	37,350
89	37,319
90	37,300 *
91	37,008
92	36,816 *
93	36,781
94	36,770 *
95	36,750
96	36,500
97	35,280 *
98	35,200
99	34,800
100	34,536
101	34,183 *
102	34,000 *
103	34,000 *
104	33,538 *
105	33,500 *
106	33,342 *
107	33,240
108	32,960
109	32,608
110	32,600
111	32,585
112	32,415
113	31,500 *
114	31,192 *
115	29,698 *
116	29,705
117	29,633
118	29,460
119	29,279
120	29,148
121	29,016
122	29,000
123	29,000
124	28,828
125	28,600
126	28,044
127	27,628
128	27,580
129	27,374 *
130	27,354 *
131	26,280
132	24,978
133	22,000 *
134	18,415
AVERAGE "*"	45,631
AVERAGE ALL	42,679

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	99,234 *
2	94,280 *
3	91,351 *
4	90,112 *
5	88,000
6	88,000 *
7	87,500 *
8	86,500 *
9	86,136
10	85,929 *
11	85,300 *
12	84,290 *
13	84,180
14	83,790 *
15	83,115 *
16	83,080 *
17	82,977 *
18	82,554
19	82,536 *
20	82,500 *
21	82,116 *
22	80,078
23	80,000 *
24	79,300 *
25	78,753 *
26	78,310 *
27	78,149
28	77,671 *
29	77,651 *
30	77,435
31	76,999 *
32	76,920 *
33	76,536 *
34	76,100 *
35	75,695 *
36	75,371 *
37	72,895 *
38	72,767 *
39	71,964 *
40	70,100 *
41	69,740 *
42	69,725 *
43	69,440
44	69,388
45	69,274
46	68,880
47	68,600 *
48	68,430
49	68,150 *
50	67,416 *
51	67,300 *
52	66,400 *
53	65,620 *
54	65,532 *
55	65,330 *
56	64,020 *
57	63,654
58	63,500
59	62,753 *
60	62,412
61	62,106
62	61,576 *
63	60,609
64	60,600 *
65	59,358 *
66	59,299 *
67	59,250 *
68	59,010
69	59,000 *
70	58,995 *
71	58,000 *
72	57,877 *
73	57,750
74	57,708 *
75	57,250
76	57,100 *
77	57,000 *
78	56,448 *
79	56,196
80	55,270
81	55,029
82	55,000
83	54,895 *
84	54,883 *
85	54,810 *
86	54,672 *
87	53,285
88	53,281
89	52,500 *
90	51,128
91	51,000 *
92	50,800
93	50,000 *
94	49,500 *
95	48,648
96	45,116 *
97	44,274
98	44,000 *
99	43,870 *
100	42,800
101	42,570
102	42,500 *
103	39,000
104	38,734 *
105	38,400 *
106	35,682 *
107	34,294
108	34,273 *
109	34,250
110	32,071
111	30,894 *
112	30,765
113	28,086
114	28,008
115	27,576
116	26,873
117	26,162
118	25,868
119	24,768
AVERAGE "*"	67,042
AVERAGE ALL	62,203

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS
OFFICERS: EXECUTIVE
VICE PRESIDENT

RANK	SALARY
1	(117,500)*
2	(112,000)
3	(106,100)*
4	(105,900)*
5	(97,000)
6	97,000 *
7	96,911 *
8	93,637 *
9	90,000 *
10	(87,550)*
11	85,050 *
12	84,762
13	79,720 *
14	79,200 *
15	78,750 *
16	76,413 *
17	75,075 *
18	(74,600)
19	(73,000)*
20	72,510 *
21	71,490 *
22	68,680
23	(64,305)*
24	62,940 *
25	57,700
26	55,454
27	54,499
AVERAGE "*"	84,876
AVERAGE ALL	82,124

ADMINISTRATIVE OPERATIONS
OFFICERS: ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	91,400 *
2	89,000 *
3	88,000 *
4	86,425 *
5	85,000 *
6	(82,600)*
7	82,000 *
8	81,000 *
9	80,850 *
10	80,100 *
11	80,000
12	79,389 *
13	(78,700)*
14	78,676
15	78,650 *
16	78,330 *
17	76,500 *
18	(76,500)
19	(75,636)*
20	75,600 *
21	75,600 *
22	75,338
23	75,100 *
24	73,500 *
25	73,133
26	(73,000)*
27	72,576
28	72,100 *
29	71,600 *
30	71,449 *
31	70,320 *
32	70,000 *
33	69,700
34	69,300 *
35	68,880 *
36	68,406
37	(67,188)*
38	67,018 *
39	66,936
40	66,000
41	65,000
42	65,000
43	64,632
44	63,500 *
45	61,000
46	60,600 *
47	59,447 *
48	58,200
49	57,659
50	56,800
51	52,000 *
52	50,058 *
53	46,000 *
AVERAGE "*"	73,496
AVERAGE ALL	71,724

ADMINISTRATIVE OPERATIONS
OFFICERS: VICE PRES FOR
PLANNING AND BUDGETING

RANK	SALARY
1	89,300
2	88,670 *
3	84,700 *
4	82,800 *
5	80,000 *
6	(79,700)*
7	78,510
8	77,160 *
9	75,000 *
10	73,100
11	72,500 *
12	69,000 *
13	68,143 *
14	67,200 *
15	(67,188)*
16	(66,007)*
17	65,880 *
18	(65,870)*
19	65,004
20	63,670 *
21	63,350 *
22	(62,811)
23	61,400 *
24	60,363 *
25	58,836
26	57,500
27	53,560 *
28	53,000 *
29	(51,198)*
30	50,620 *
31	(46,900)*
32	42,642
33	38,000
AVERAGE "*"	67,245
AVERAGE ALL	66,048

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY	
1	100,000	*
2	90,000	*
3	86,800	*
4	82,000	*
5	75,100	*
6	73,800	*
7	73,439	*
8	73,000	*
9	72,500	*
10	70,008	*
11	68,640	
12	66,460	*
13	66,000	
14	67,683	*
15	66,666	
16	66,220	*
17	65,532	*
18	65,000	*
19	64,548	*
20	63,100	
21	63,000	*
22	62,800	*
23	62,029	*
24	61,836	
25	61,084	
26	60,430	*
27	60,270	
28	60,081	*
29	59,828	*
30	59,700	*
31	58,983	*
32	58,500	*
33	57,150	
34	57,120	
35	56,580	
36	56,500	
37	56,070	*
38	55,650	*
39	55,640	*
40	55,000	*
41	54,351	*
42	53,000	
43	52,500	*
44	52,479	
45	52,385	
46	51,450	*
47	50,850	
48	(50,004)	*
49	50,000	
50	49,600	*
51	49,600	*
52	47,939	*
53	47,607	*
54	47,000	
55	46,824	*
56	46,797	*
57	45,150	
58	44,316	*
59	44,060	
60	43,846	
61	42,703	*
62	41,380	*
63	(40,248)	
64	40,000	*
65	39,600	
66	39,003	*
67	37,416	
68	37,125	
69	35,000	*
70	33,360	
AVERAGE ***	60,015	
AVERAGE ALL	57,202	

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY	
1	78,000	*
2	76,500	*
3	73,500	
4	72,300	*
5	71,800	*
6	70,680	*
7	70,500	*
8	70,000	*
9	67,800	*
10	66,562	
11	66,000	*
12	65,700	
13	65,193	*
14	64,850	*
15	64,000	
16	63,856	
17	63,500	*
18	63,250	*
19	63,000	*
20	62,500	*
21	62,000	*
22	61,696	*
23	61,360	
24	60,504	
25	59,360	
26	59,299	
27	59,093	*
28	59,000	
29	59,000	*
30	58,895	*
31	58,167	
32	58,167	
33	58,000	
34	57,900	*
35	57,048	*
36	56,964	*
37	56,879	*
38	55,900	*
39	55,000	*
40	55,000	*
41	54,250	*
42	54,228	
43	54,176	
44	54,100	
45	54,000	*
46	53,790	*
47	53,300	*
48	53,000	*
49	52,800	
50	52,368	*
51	52,250	
52	51,756	
53	51,500	*
54	51,500	*
55	51,465	*
56	51,000	*
57	51,000	
58	50,722	
59	50,575	*
60	50,400	*
61	50,220	*
62	(50,004)	*
63	50,000	
64	49,000	
65	48,534	*
66	48,456	
67	47,829	
68	47,740	
69	47,640	
70	47,560	*
71	46,073	*
72	45,582	
73	45,300	*
74	45,200	*
75	44,760	*
76	44,500	*
77	(44,200)	*
78	43,842	*
79	43,359	
80	43,000	*
81	42,602	
82	41,501	*
83	41,236	*
84	40,722	
85	40,660	*
86	(40,248)	
87	40,000	*
88	39,323	*

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TABLE I (Continued)

Continued

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
89	39,000 *
90	38,000
91	37,780 *
92	37,000 *
93	36,800 *
94	36,720 *
95	36,132 *
96	35,328 *
97	34,076
98	33,359
99	33,200 *
100	32,900 *
101	32,500
102	32,477 *
103	31,500 *
104	31,150 *
105	30,030 *
106	26,174
107	26,000
108	22,750
109	22,289 *
110	21,320
AVERAGE "*"	51,095
AVERAGE ALL	50,386

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	79,500 *
2	77,160 *
3	76,500 *
4	76,300 *
5	75,000 *
6	72,000 *
7	71,925 *
8	70,004 *
9	(67,256)*
10	66,692 *
11	66,150 *
12	64,600 *
13	63,000 *
14	61,800 *
15	58,590 *
16	57,542 *
17	57,359 *
18	57,200
19	56,250 *
20	56,000 *
21	55,616 *
22	55,600 *
23	55,212
24	(55,091)
25	54,240 *
26	53,940
27	53,207
28	53,100 *
29	53,050 *
30	53,000
31	52,000
32	52,000 *
33	51,450 *
34	51,025
35	50,800 *
36	50,508
37	50,500
38	50,450 *
39	50,328 *
40	50,280 *
41	50,000 *
42	50,000
43	49,980
44	49,768 *
45	48,900
46	(48,660)*
47	48,554 *
48	48,400 *
49	48,200 *
50	48,000 *
51	48,000
52	47,904 *
53	47,450
54	47,380 *
55	46,800 *
56	46,390 *
57	46,320 *
58	45,574
59	45,421 *
60	45,000
61	44,041 *
62	43,800 *
63	43,600
64	43,548
65	43,500 *
66	43,300 *
67	42,500 *
68	42,132
69	41,058 *
70	40,300
71	40,160 *
72	39,000 *
73	38,714
74	38,280
75	38,160
76	37,536
77	37,313 *
78	36,975 *
79	35,740
80	35,540 *
81	35,500
82	35,290
83	35,070 *
84	35,000 *
85	34,000
86	32,600 *
87	31,459 *
88	29,101
AVERAGE "*"	52,649
AVERAGE ALL	50,136

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	82,000 *
2	73,000 *
3	72,000
4	71,070 *
5	71,030 *
6	70,629 *
7	70,500 *
8	68,400 *
9	67,350
10	(67,256)*
11	66,713 *
12	66,417
13	66,096 *
14	65,890 *
15	65,800 *
16	65,328 *
17	64,870
18	63,500
19	63,000 *
20	62,711 *
21	62,525 *
22	61,800 *
23	60,988 *
24	60,900 *
25	60,504
26	60,000 *
27	60,000
28	59,980 *
29	59,500 *
30	59,500 *
31	59,500 *
32	59,312 *
33	59,000 *
34	58,950 *
35	58,740 *
36	58,500 *
37	58,300 *
38	58,167
39	57,800 *
40	57,750 *
41	57,054 *
42	57,041 *
43	57,000 *
44	56,934
45	56,250
46	56,220
47	56,000
48	56,000 *
49	55,764 *
50	55,700 *
51	55,620 *
52	55,500
53	(55,091)
54	55,000 *
55	55,000
56	54,624 *
57	54,344 *
58	54,090
59	53,976
60	53,928 *
61	53,500
62	53,300
63	53,000
64	52,800 *
65	51,888 *
66	51,800 *
67	51,720 *
68	51,500
69	51,000
70	51,000
71	51,000 *
72	51,000
73	50,625 *
74	50,406 *
75	50,336
76	50,310
77	50,133 *
78	50,004
79	49,907 *
80	49,900
81	49,827
82	49,500
83	49,464 *
84	49,404
85	49,300 *
86	48,600
87	48,504 *
88	48,000 *
89	48,000 *
90	48,000 *
91	48,000 *
92	47,465 *
93	47,404
94	47,400 *
95	47,107
96	46,904 *
97	46,800 *
98	46,710 *
99	46,468 *
100	46,436 *
101	45,800
102	45,792
103	45,500 *
104	45,390
105	45,038 *
106	44,760
107	44,520 *
108	44,500 *
109	44,391 *
110	43,935 *
111	43,575
112	42,800 *
113	42,699
114	42,240
115	42,230
116	42,000 *
117	41,050 *
118	41,000 *
119	40,857
120	40,100
121	40,000
122	39,068
123	38,700
124	38,641 *
125	38,480
126	38,460
127	38,270 *
128	38,007
129	37,176 *
130	35,144
131	34,957
132	32,656
133	30,384
AVERAGE **	54,824
AVERAGE ALL	52,624

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY	
1	70,000	*
2	68,800	*
3	66,632	*
4	61,684	
5	59,102	
6	58,067	*
7	58,000	*
8	58,000	*
9	56,547	*
10	56,000	*
11	55,700	*
12	55,450	
13	55,300	
14	54,112	*
15	53,800	*
16	53,575	*
17	52,523	*
18	52,500	*
19	52,190	*
20	52,096	*
21	52,000	
22	51,312	*
23	50,880	
24	50,558	*
25	50,325	
26	50,000	*
27	49,620	
28	49,500	*
29	49,350	*
30	49,300	*
31	48,303	*
32	47,700	*
33	(47,508)	
34	47,500	*
35	47,275	*
36	47,150	*
37	47,000	*
38	46,008	*
39	46,008	
40	45,908	*
41	45,668	*
42	45,500	*
43	45,396	*
44	45,150	*
45	45,000	
46	45,000	*
47	44,620	
48	44,804	
49	44,438	*
50	44,400	*
51	44,400	*
52	44,134	
53	44,086	
54	43,980	*
55	43,728	*
56	43,728	*
57	43,575	
58	43,500	
59	43,400	
60	42,800	
61	42,456	
62	42,127	*
63	(42,017)	
64	42,000	*
65	41,500	
66	41,464	*
67	41,100	
68	41,000	*
69	40,800	*
70	40,400	
71	40,200	*
72	40,000	*
73	39,996	*
74	39,804	
75	39,274	
76	38,960	*
77	38,700	
78	38,636	*
79	38,625	
80	38,560	
81	38,500	*
82	38,261	
83	37,974	*
84	37,648	
85	37,572	
86	37,152	*
87	37,000	*
88	36,737	*
89	36,234	*
90	36,000	*
91	35,700	
92	35,678	
93	35,600	*
94	35,555	
95	35,[illegible]	
96	35,016	*
97	35,016	*
98	34,616	
99	34,500	*
100	34,475	*
101	34,308	
102	34,200	*
103	34,000	
104	33,535	
105	32,960	*
106	32,805	*
107	32,608	*
108	32,340	
109	32,022	
110	31,963	
111	31,752	
112	31,659	*
113	31,299	*
114	31,263	
115	31,000	
116	30,556	*
117	30,400	
118	30,384	*
119	30,000	
120	28,602	
121	27,660	*
122	27,584	*
123	27,181	
124	27,180	
125	26,300	*
126	25,920	
127	24,502	
128	24,426	*
129	22,194	
AVERAGE **	43,848	
AVERAGE, ALL	41,964	

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY	
1	(105,900)	*
2	88,680	*
3	(81,100)	*
4	80,012	*
5	(79,350)	*
6	78,696	*
7	(77,250)	*
8	(77,160)	*
9	76,125	*
10	(75,800)	*
11	75,600	*
12	75,500	*
13	75,000	*
14	74,500	
15	72,930	*
16	72,050	*
17	71,556	
18	(71,500)	
19	65,000	
20	65,000	*
21	62,500	*
22	62,410	*
23	62,000	
24	59,430	*
25	58,500	
26	58,500	
27	58,370	
28	(58,000)	
29	(55,308)	
30	52,524	*
31	46,226	
AVERAGE **	74,651	
AVERAGE ALL	70,080	

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PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY	
1	72,800	*
2	69,000	*
3	65,204	
4	62,711	*
5	60,510	*
6	60,169	*
7	59,800	*
8	59,500	*
9	56,409	*
10	56,400	*
11	56,100	*
12	54,871	*
13	54,200	
14	53,865	
15	53,100	*
16	52,560	*
17	52,020	
18	51,214	*
19	50,668	*
20	50,300	
21	49,000	
22	48,990	*
23	48,568	*
24	48,500	*
25	48,425	*
26	48,200	
27	47,795	*
28	47,708	*
29	47,200	*
30	47,160	
31	46,823	*
32	46,800	*
33	46,800	*
34	46,529	*
35	46,030	
36	45,600	
37	45,500	*
38	45,300	*
39	45,036	
40	45,000	*
41	44,962	
42	44,737	*
43	44,562	*
44	44,500	
45	44,387	
46	44,290	
47	44,085	
48	44,000	*
49	43,728	
50	43,260	*
51	43,144	*
52	43,019	
53	42,830	
54	42,585	*
55	42,059	
56	41,734	*
57	41,458	*
58	40,816	
59	40,788	
60	40,560	*
61	40,500	
62	40,368	
63	40,188	*
64	40,152	*
65	40,145	
66	39,948	
67	39,800	
68	39,502	
69	39,360	
70	39,068	
71	38,859	*
72	38,800	*
73	38,500	
74	38,447	
75	38,319	
76	37,933	*
77	37,349	
78	36,000	*
79	34,961	
80	34,500	
81	34,380	
82	34,079	
83	34,044	*
84	34,000	*
85	33,964	
86	33,730	
87	32,682	*
88	32,496	
89	30,960	
90	30,576	
91	30,560	
92	30,321	*
93	(30,029)	*
94	29,898	*
95	29,800	
96	28,620	
97	28,010	*
98	26,250	
99	24,336	
100	22,850	
101	22,634	
AVERAGE "*"	46,524	
AVERAGE ALL	43,176	

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY	
1	81,500	*
2	(81,100)	*
3	80,025	*
4	80,000	
5	(79,663)	*
6	77,500	*
7	(77,160)	*
8	77,000	*
9	(75,800)	*
10	(74,100)	*
11	73,992	*
12	(72,025)	
13	71,940	
14	70,000	*
15	69,200	*
16	69,000	*
17	68,904	*
18	68,406	
19	67,567	*
20	67,136	
21	64,400	*
22	64,130	*
23	63,600	
24	59,600	
25	59,100	*
26	58,959	
27	58,347	*
28	(58,000)	*
29	(58,000)	
30	54,720	*
31	54,600	*
32	53,736	*
AVERAGE "*"	69,111	
AVERAGE ALL	68,413	

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PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	76,755 *
2	76,300
3	69,288 *
4	66,250 *
5	64,300 *
6	63,600 *
7	62,004
8	61,000
9	59,600
10	55,710 *
11	55,640 *
12	55,000 *
13	54,800
14	54,500
15	52,920 *
16	51,704 *
17	51,104 *
18	51,000 *
19	50,992
20	50,962
21	49,151
22	48,900 *
23	48,878 *
24	48,360 *
25	48,000
26	47,724 *
27	47,700 *
28	44,594 *
29	(44,200)*
30	43,300
31	43,032 *
32	41,450 *
33	41,236 *
34	40,200
35	39,950 *
36	(37,750)
37	35,016 *
38	30,000 *
39	29,553

AVERAGE "*" 50,972

AVERAGE ALL 51,088

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	149,800 *
2	113,250 *
3	92,000 *
4	89,250 *
5	86,680 *
6	83,500 *
7	82,328 *
8	82,000 *
9	(81,100)*
10	80,012 *
11	(79,700)*
12	(79,663)*
13	79,500 *
14	(79,350)*
15	77,500 *
16	(77,250)*
17	(77,160)*
18	(75,800)*
19	75,600 *
20	74,400
21	(74,100)*
22	73,500 *
23	73,100
24	72,950 *
25	(72,025)
26	72,000
27	(71,500)
28	71,300 *
29	70,500 *
30	70,320 *
31	70,000 *
32	70,000
33	70,000 *
34	68,750 *
35	68,406
36	68,000 *
37	66,300 *
38	(66,007)*
39	65,760 *
40	65,000
41	64,500
42	62,400 *
43	62,000 *
44	62,000 *
45	60,350 *
46	60,000 *
47	59,568
48	59,483 *
49	58,500
50	(58,000)*
51	(58,000)
52	55,600
53	(55,308)
54	55,250
55	54,336
56	51,000 *
57	48,825 *

AVERAGE "*" 75,000

AVERAGE ALL 71,974

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	85,000 *
2	79,500 *
3	76,359 *
4	71,151 *
5	70,000 *
6	66,500 *
7	65,000 *
8	64,300 *
9	63,600 *
10	62,000 *
11	61,716 *
12	61,700 *
13	61,359
14	61,000 *
15	60,822 *
16	60,000
17	60,000 *
18	60,000 *
19	59,500
20	58,700 *
21	58,469
22	58,250 *
23	58,167
24	58,162
25	58,000 *
26	57,000
27	57,000
28	(56,856)
29	56,808 *
30	56,160 *
31	55,008 *
32	54,906 *
33	54,654 *
34	54,500
35	54,500
36	54,000 *
37	54,000 *
38	53,700
39	53,000 *
40	52,974 *
41	52,500 *
42	52,500 *
43	51,670
44	50,600 *
45	50,592 *
46	50,085 *
47	50,000
48	49,512
49	49,300 *
50	49,300
51	49,140

Continued

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

Continued

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
52	48,403
53	(47,880)*
54	47,250 *
55	46,828 *
56	46,710
57	46,466 *
58	46,300 *
59	46,100 *
60	45,355
61	45,250 *
62	43,436
63	43,000
64	42,513 *
65	42,000 *
66	41,200 *
67	40,000
68	39,816 *
69	39,733
70	39,500
71	39,001
72	38,500
73	38,300 *
74	37,955
75	37,200
76	37,000
77	36,675 *
78	35,750
79	35,169 *
80	35,000
81	33,475
82	30,979
83	29,797
84	27,000 *
AVERAGE ***	54,482
AVERAGE ALL	51,301

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	84,000 *
2	80,500 *
3	72,250 *
4	65,070 *
5	65,000 *
6	63,800 *
7	59,000 *
8	58,976 *
9	58,300
10	(56,856)
11	55,650 *
12	55,150 *
13	55,000 *
14	54,501
15	53,928 *
16	53,522
17	53,121 *
18	52,100 *
19	51,100
20	50,723 *
21	50,550 *
22	50,470 *
23	50,100 *
24	49,500 *
25	48,690 *
26	48,500 *
27	48,403
28	48,403
29	48,400 *
30	48,150 *
31	(47,880)*
32	47,500
33	46,926
34	46,800
35	46,768
36	46,676
37	46,313
38	46,076 *
39	45,852
40	45,100 *
41	44,796 *
42	44,393 *
43	44,364 *
44	44,360 *
45	44,000
46	43,754 *
47	43,706 *
48	43,383 *
49	42,929 *
50	42,661
51	42,400 *
52	42,200 *
53	42,174
54	(42,017)
55	41,460 *
56	41,033 *
57	41,000
58	41,000
59	40,562 *
60	40,385 *
61	40,258 *
62	40,000 *
63	39,300 *
64	39,236 *
65	39,081
66	38,764
67	38,300
68	38,150
69	(37,750)
70	37,367 *
71	37,000
72	36,876
73	36,216 *
74	36,207
75	35,740 *
76	35,500 *
77	35,310 *
78	35,160
79	35,016 *
80	34,962
81	34,524 *
82	34,012
83	33,624
84	33,495
85	33,268 *
86	32,943 *
87	32,610 *
88	32,445
89	32,081 *
90	32,000 *
91	31,496 *
92	30,852
93	30,501
94	30,240
95	30,014
96	29,700
97	29,700
98	29,596
99	29,303
100	29,205
101	28,476
102	28,200
103	28,000 *
104	27,582
105	27,139
106	26,828
107	26,175 *
108	25,500
109	25,358 *
110	24,912
111	24,000
112	22,500
113	22,050
114	21,613
AVERAGE ***	45,664
AVERAGE ALL	41,617

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TABLE I (Continued)

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	87,500 *
2	86,100 *
3	86,000 *
4	84,800 *
5	83,200 *
6	80,290 *
7	79,008 *
8	78,492 *
9	77,647 *
10	(75,500)*
11	74,613 *
12	73,310 *
13	71,200 *
14	70,900 *
15	70,000 *
16	68,508 *
17	68,100 *
18	68,000 *
19	67,152 *
20	65,500 *
21	63,276 *
22	61,250 *
23	60,961 *
24	60,402 *
25	60,300 *
26	58,716 *
27	57,150 *
28	56,668 *
29	55,538 *
30	51,376 *
AVERAGE "*"	70,049
AVERAGE ALL	70,049

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	101,500 *
2	101,160 *
3	99,900
4	94,000 *
5	90,000 *
6	89,500 *
7	84,700 *
8	84,000 *
9	82,824 *
10	81,400 *
11	80,100 *
12	80,000
13	79,000 *
14	78,500 *
15	77,500 *
16	77,228
17	76,900 *
18	76,260 *
19	76,000
20	75,600
21	75,600 *
22	74,820 *
23	72,200 *
24	72,130 *
25	72,000 *
26	71,954
27	71,929 *
28	71,000
29	70,669
30	70,374 *
31	68,480 *
32	66,600 *
33	66,504
34	64,884
35	63,157
36	63,000 *
37	61,800 *
38	59,240 *
39	52,704 *
40	49,620 *
41	37,800
AVERAGE "*"	76,132
AVERAGE ALL	74,696

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	92,560 *
2	89,500 *
3	86,700 *
4	80,606 *
5	80,000 *
6	80,000 *
7	78,500 *
8	78,384 *
9	77,450 *
10	75,000 *
11	72,962
12	72,804 *
13	70,223 *
14	70,000 *
15	65,700 *
16	65,000 *
17	63,300
18	61,000 *
19	57,809
20	55,570
21	52,520 *
22	51,667 *
23	50,972
AVERAGE "*"	73,757
AVERAGE ALL	70,793

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TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY	
1	90,000	*
2	85,000	*
3	81,000	*
4	76,505	*
5	75,300	*
6	72,345	*
7	71,708	*
8	70,311	*
9	68,796	*
10	67,850	*
11	67,416	*
12	64,950	*
13	64,691	*
14	64,480	
15	63,860	*
16	63,860	*
17	63,747	
18	63,140	*
19	60,300	
20	60,000	*
21	59,870	*
22	59,442	
23	58,697	*
24	58,300	*
25	58,300	
26	57,750	
27	57,300	*
28	56,447	*
29	55,740	*
30	55,379	*
31	55,036	*
32	55,030	*
33	55,000	
34	54,600	*
35	54,500	
36	54,000	*
37	53,550	
38	53,485	
39	53,398	*
40	53,228	
41	53,000	
42	52,961	
43	52,778	
44	52,500	
45	52,140	*
46	51,516	*
47	51,272	
48	50,775	*
49	50,085	*
50	50,046	*
51	50,004	
52	50,000	*
53	50,000	
54	49,428	
55	48,827	
56	48,500	*
57	48,460	
58	47,800	
59	47,771	*
60	47,600	*
61	47,500	
62	46,710	
63	46,580	*
64	46,300	
65	45,885	
66	45,611	
67	45,250	*
68	44,792	
69	44,400	
70	44,382	
71	44,095	
72	43,704	
73	43,704	
74	43,600	*
75	42,699	*
76	42,048	*
77	41,800	*
78	41,475	*
79	40,800	*
80	40,584	*
81	39,791	
82	39,600	*
83	39,572	*
84	39,400	
85	38,742	
86	38,196	*
87	37,000	
88	36,225	
89	35,858	*
90	35,175	
91	34,500	
92	34,500	*
93	34,300	*
94	32,896	*
95	32,531	
96	32,500	
97	29,915	
AVERAGE ***	54,976	
AVERAGE ALL	51,674	

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TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	75,000 *
2	72,500 *
3	71,000 *
4	67,260 *
5	66,842 *
6	63,921 *
7	63,539 *
8	(62,811)
9	61,000
10	60,000 *
11	58,512
12	58,300 *
13	56,054 *
14	56,000 *
15	54,645 *
16	54,600
17	54,489 *
18	54,000 *
19	53,928 *
20	53,544
21	53,508
22	53,400
23	52,653 *
24	52,400
25	52,342 *
26	52,276
27	51,917
28	51,600 *
29	51,272
30	(50,972)
31	50,436
32	50,300 *
33	50,115 *
34	50,100 *
35	50,100 *
36	50,000 *
37	50,000
38	49,585 *
39	49,300 *
40	49,140 *
41	48,723
42	(48,660)*
43	48,298 *
44	48,100 *
45	48,000 *
46	47,790 *
47	47,650 *
48	47,602 *
49	47,324 *
50	47,020 *
51	(46,900)*
52	46,876
53	46,725 *
54	46,200 *
55	46,040 *
56	45,500 *
57	45,318 *
58	44,949 *
59	44,500 *
60	44,298 *
61	44,148 *
62	44,100 *
63	43,611
64	43,200 *
65	42,965 *
66	42,642
67	42,500
68	42,198 *
69	42,000 *
70	42,000 *
71	41,662
72	41,220 *
73	41,149 *
74	41,136
75	40,747
76	40,700 *
77	40,700
78	40,250 *
79	39,940
80	39,532
81	39,000 *
82	39,000
83	38,750
84	38,472
85	38,280 *
86	38,000
87	38,000 *
88	38,000
89	37,275
90	37,000 *
91	36,897
92	36,851 *
93	35,256
94	34,500
95	34,437
96	34,158
97	33,892 *
98	33,437
99	33,176
100	32,815 *
101	31,932 *
102	30,000 *
103	28,780
104	28,325 *
105	28,000
106	22,128 *
AVERAGE "*"	47,814
AVERAGE ALL	46,308

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	110,000 *
2	101,600 *
3	98,200 *
4	96,890 *
5	93,720 *
6	93,264 *
7	88,000 *
8	88,000 *
9	88,000 *
10	86,077 *
11	84,750 *
12	84,060 *
13	83,100 *
14	(82,600)*
15	82,400 *
16	82,000 *
17	81,004 *
18	81,000 *
19	79,900 *
20	78,696 *
21	78,584 *
22	75,692 *
23	(75,500)*
24	73,716 *
25	72,600 *
26	71,820 *
27	71,711 *
28	71,100 *
29	71,000 *
30	70,981 *
31	70,700 *
32	(70,608)*
33	70,600 *
34	70,000 *
35	69,756 *
36	69,300 *
37	68,500 *
38	67,416 *
39	66,625 *
40	66,600 *
41	63,624 *
42	61,800 *
43	61,160 *
44	60,000 *
45	59,738 *
46	(58,000)
47	57,276
48	(57,036)
49	(54,931)*
50	51,661
51	51,376 *
AVERAGE "*"	76,568
AVERAGE ALL	74,954

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TABLE I (Continued)

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	89,000 *
2	88,600 *
3	85,000 *
4	83,000 *
5	82,500 *
6	81,765 *
7	81,720 *
8	80,500 *
9	80,240 *
10	79,364 *
11	(77,250)*
12	76,176 *
13	74,970 *
14	74,800 *
15	73,489 *
16	73,000 *
17	72,000 *
18	71,940 *
19	71,000
20	70,119 *
21	70,000 *
22	69,000
23	68,000
24	67,833 *
25	67,560 *
26	67,000 *
27	65,749
28	64,800
29	64,800 *
30	64,500 *
31	64,500 *
32	64,000 *
33	62,900 *
34	62,290 *
35	61,236 *
36	60,000 *
37	60,000 *
38	57,960 *
39	56,339 *
40	54,853 *
41	53,100 *
42	50,196 *
43	50,000 *
AVERAGE "*"	69,855
AVERAGE ALL	69,606

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	110,500 *
2	104,000 *
3	98,700 *
4	98,532 *
5	96,300 *
6	(95,900)*
7	94,800
8	94,000 *
9	92,000 *
10	92,000 *
11	90,000
12	89,900
13	88,000 *
14	85,000 *
15	84,400 *
16	84,106 *
17	84,000 *
18	83,100 *
19	82,000 *
20	82,000 *
21	81,210 *
22	80,900
23	80,500 *
24	79,211 *
25	79,200 *
26	78,921 *
27	78,800
28	78,795 *
29	78,629 *
30	78,500
31	78,324
32	77,000
33	76,000
34	75,600 *
35	75,350
36	75,000 *
37	74,880 *
38	74,800 *
39	74,200
40	73,400
41	72,954 *
42	72,900 *
43	72,500 *
44	72,450 *
45	72,084 *
46	72,000.
47	71,940
48	71,500
49	71,360
50	71,175 *
51	70,920 *
52	70,716
53	70,669
54	70,400 *
55	70,300
56	70,210 *
57	70,146 *
58	68,700 *
59	68,406
60	68,400 *
61	68,004 *
62	67,296 *
63	67,000 *
64	66,850 *
65	66,700 *
66	66,650
67	66,625 *
68	66,500 *
69	65,550
70	65,000
71	64,480 *
72	64,300
73	(64,284)*
74	64,280
75	64,000
76	63,441 *
77	63,120
78	63,000 *
79	62,000
80	61,446
81	60,245
82	60,000 *
83	59,509 *
84	58,881
85	58,500
86	58,500
87	58,383
88	58,200 *
89	58,170
90	58,008
91	58,000
92	57,809
93	57,780
94	57,276
95	56,230 *
96	55,091
97	54,102 *
98	54,000 *
99	53,300 *
100	53,055 *
101	49,941
102	49,533
103	47,800 *
AVERAGE "*"	74,742
AVERAGE ALL	71,758

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TABLE I (Continued)

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY	
1	120,000	*
2	118,945	*
3	115,000	*
4	108,000	
5	102,416	*
6	97,500	*
7	95,000	*
8	94,500	*
9	93,048	*
10	92,750	*
11	92,750	
12	92,400	*
13	92,116	*
14	90,720	*
15	89,717	*
16	89,305	*
17	89,000	*
18	88,000	*
19	86,412	*
20	85,855	*
21	85,400	*
22	85,000	
23	85,000	*
24	84,360	*
25	84,045	
26	84,000	*
27	84,000	*
28	83,844	*
29	83,715	*
30	83,200	*
31	83,000	*
32	80,200	*
33	79,691	
34	79,600	
35	79,500	*
36	79,310	*
37	78,800	*
38	78,624	*
39	78,132	*
40	78,090	*
41	78,000	*
42	77,800	*
43	77,595	
44	77,494	
45	77,380	*
46	77,220	
47	77,100	
48	77,000	*
49	76,654	*
50	76,500	*
51	75,600	
52	74,885	*
53	74,880	*
54	74,500	
55	74,298	
56	74,000	
57	74,000	*
58	73,836	
59	73,700	
60	73,600	
61	73,400	*
62	73,250	
63	73,100	*
64	72,716	*
65	72,000	*
66	71,868	*
67	71,500	*
68	71,200	
69	71,148	*
70	71,064	
71	70,956	
72	70,800	
73	70,200	*
74	70,000	
75	70,000	*
76	70,000	
77	70,000	
78	69,936	*
79	69,430	
80	69,355	
81	69,240	*
82	69,225	*
83	69,144	
84	69,072	*
85	69,000	*
86	68,782	*
87	68,700	*
88	68,540	
89	68,406	
90	68,000	*
91	68,000	
92	67,100	*
93	66,625	*
94	66,500	*
95	66,500	
96	65,508	
97	65,400	*
98	65,147	*
99	65,000	*
100	63,900	*
101	63,750	
102	63,300	*
103	62,988	
104	62,837	
105	61,825	*
106	61,536	
107	61,380	
108	61,140	
109	60,239	*
110	60,000	
111	60,000	
112	59,960	
113	59,500	*
114	59,500	
115	58,870	*
116	58,383	
117	58,008	
118	58,000	
119	57,488	*
120	57,276	
121	57,251	
122	57,000	*
123	56,589	*
124	54,000	
125	52,976	
126	52,000	
127	51,500	*
128	51,000	
129	46,072	

AVERAGE "*"	77,800
AVERAGE ALL	73,962

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TABLE I (Continued)

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY	
1	(87,400)	*
2	86,234	*
3	76,451	*
4	75,000	*
5	74,880	*
6	73,500	
7	73,200	*
8	71,185	*
9	70,000	*
10	69,550	
11	69,500	*
12	68,500	*
13	68,500	*
14	67,900	
15	67,800	*
16	67,484	*
17	66,720	*
18	66,672	
19	66,600	
20	66,250	*
21	66,000	*
22	65,938	
23	65,832	*
24	65,518	*
25	65,000	*
26	64,900	*
27	64,690	*
28	64,358	*
29	64,164	*
30	64,100	*
31	63,720	
32	63,200	*
33	62,710	*
34	62,539	
35	62,500	*
36	61,960	
37	61,450	
38	61,315	
39	61,000	*
40	61,000	*
41	60,500	*
42	60,500	*
43	59,920	*
44	59,616	*
45	59,482	*
46	58,800	*
47	58,293	
48	58,000	*
49	58,000	
50	57,924	*
51	57,800	
52	57,800	*
53	57,572	*
54	57,348	*
55	56,833	*
56	56,456	
57	55,800	*
58	55,220	*
59	55,000	
60	54,500	
61	53,904	
62	53,868	*
63	53,510	*
64	53,400	*
65	53,124	*
66	53,000	
67	53,000	*
68	52,157	*
69	51,852	
70	51,481	
71	51,408	*
72	51,000	
73	50,926	
74	50,200	*
75	50,000	*
76	49,878	*
77	48,881	
78	48,864	
79	48,422	*
80	48,118	
81	48,100	
82	47,954	*
83	47,408	
84	47,250	*
85	46,973	
86	46,437	*
87	46,350	*
88	45,533	
89	45,300	
90	44,732	
91	44,343	*
92	43,687	*
93	41,000	*
94	40,788	
95	40,560	
96	38,454	
97	37,708	
98	36,211	
AVERAGE "*"	60,416	
AVERAGE ALL	57,922	

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY	
1	112,550	*
2	112,500	*
3	110,000	*
4	101,200	
5	100,000	*
6	94,500	
7	94,329	*
8	92,500	*
9	89,336	*
10	89,160	*
11	87,727	*
12	83,542	*
13	82,992	*
14	65,004	
AVERAGE "*"	95,876	
AVERAGE ALL	93,953	

DEANS (DIRECTORS):
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY	
1	100,533	*
2	90,249	*
3	76,500	
4	75,000	*
5	73,341	*
6	70,600	*
7	68,000	*
8	66,766	
9	65,280	*
10	59,000	*
11	56,585	*
AVERAGE "*"	73,176	
AVERAGE ALL	72,896	

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TABLE I (Continued)

DEANS (DIRECTORS): EDUCATION

RANK	SALARY	
1	95,700	*
2	93,100	*
3	87,720	*
4	86,234	*
5	85,800	
6	84,240	*
7	82,992	*
8	82,500	*
9	82,000	*
10	81,318	
11	81,200	*
12	80,249	*
13	79,920	*
14	79,000	*
15	78,629	
16	78,500	*
17	78,287	*
18	78,270	*
19	78,000	*
20	77,733	*
21	77,400	*
22	77,300	*
23	77,270	*
24	77,116	*
25	77,000	*
26	76,700	*
27	76,000	*
28	76,000	*
29	75,600	*
30	75,000	*
31	75,000	*
32	75,000	
33	74,618	*
34	74,328	*
35	73,900	*
36	73,500	*
37	73,500	
38	73,478	
39	72,528	*
40	72,240	
41	71,868	*
42	71,000	*
43	70,930	
44	70,886	
45	70,699	
46	70,560	*
47	70,200	*
48	70,111	*
49	70,080	*
50	70,000	
51	70,000	*
52	70,000	*
53	69,500	
54	69,298	*
55	69,000	*
56	68,900	*
57	68,600	
58	68,406	
59	68,364	*
60	68,250	
61	68,000	*
62	68,000	*
63	67,980	*
64	67,725	*
65	67,500	
66	67,500	*
67	67,300	
68	67,150	
69	67,000	*
70	66,645	*
71	66,000	*
72	65,700	*
73	65,700	*
74	65,600	*
75	65,402	
76	65,000	
77	64,900	*
78	64,500	
79	64,097	
80	64,000	
81	64,000	
82	63,804	
83	62,700	*
84	62,160	
85	62,000	*
86	62,000	*
87	61,434	
88	61,428	
89	61,000	*
90	61,000	*
91	60,918	*
92	60,727	
93	60,000	
94	59,971	
95	59,496	
96	59,426	
97	59,000	*
98	58,491	
99	58,400	
100	58,383	
101	58,212	
102	58,008	
103	58,000	
104	57,809	
105	57,608	
106	57,500	*
107	57,200	*
108	56,930	
109	56,021	*
110	56,000	
111	56,000	*
112	55,540	
113	54,600	
114	54,500	*
115	54,000	
116	53,772	
117	53,760	*
118	53,162	*
119	53,000	
120	53,000	*
121	52,800	*
122	51,500	*
123	51,481	
124	50,485	
125	49,067	
126	46,594	*
127	44,200	*
AVERAGE "*"	69,999	
AVERAGE ALL	67,357	

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TABLE I (Continued)

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	119,800 *
2	113,310 *
3	105,930 *
4	105,150 *
5	101,300 *
6	101,000 *
7	101,000 *
8	100,000
9	98,500 *
10	98,080 *
11	97,000 *
12	96,000 *
13	95,859 *
14	95,000 *
15	94,044 *
16	94,000
17	93,720 *
18	93,048 *
19	92,936 *
20	92,040 *
21	90,300 *
22	90,000 *
23	89,500 *
24	89,200 *
25	88,293 *
26	88,000 *
27	87,834 *
28	87,587 *
29	87,312
30	87,000
31	87,000
32	86,700 *
33	86,000 *
34	85,850
35	85,000 *
36	85,000 *
37	85,000 *
38	85,000
39	84,900
40	84,000 *
41	82,925 *
42	81,780 *
43	81,500 *
44	81,333 *
45	81,090
46	81,000
47	80,820 *
48	80,300 *
49	80,064 *
50	80,000
51	79,900
52	79,900 *
53	79,580
54	79,387 *
55	78,747
56	78,624 *
57	77,791
58	77,418 *
59	77,396 *
60	(77,250)*
61	77,175 *
62	77,134 *
63	77,000 *
64	77,000 *
65	76,160
66	76,105 *
67	76,080 *
68	76,000 *
69	75,996 *
70	75,920 *
71	75,700
72	75,026
73	74,600 *
74	73,092 *
75	72,336 *
76	72,240
77	71,500
78	71,400 *
79	71,004 *
80	70,776 *
81	70,265 *
82	70,000
83	69,960
84	69,498
85	69,000
86	68,900
87	68,496
88	68,000
89	67,470
90	67,378
91	67,200 *
92	66,000 *
93	65,600 *
94	65,396
95	65,200 *
96	63,600
97	63,000 *
98	62,744 *
99	62,469 *
100	61,720 *
101	61,440 *
102	61,010 *
103	61,000 *
104	59,866
105	57,500 *
106	57,276
107	54,499
108	48,838
109	48,298
AVERAGE "*"	82,214
AVERAGE ALL	79,430

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	(95,900)*
2	85,124 *
3	81,600 *
4	81,000 *
5	79,791 *
6	79,320 *
7	78,780 *
8	78,000 *
9	(77,715)
10	74,850 *
11	73,900
12	72,900 *
13	71,400 *
14	70,344
15	69,996 *
16	69,504
17	68,600 *
18	67,000 *
19	65,500 *
20	64,743 *
21	64,500
22	64,344 *
23	64,000 *
24	64,000 *
25	63,927
26	63,800 *
27	63,200
28	62,500
29	(62,000)
30	62,000 *
31	61,575
32	(60,100)
33	(60,000)*
34	60,000
35	59,000 *
36	58,680
37	57,450 *
38	56,311
39	55,708
40	54,000 *
41	52,100 *
42	51,000
43	50,000 *
44	48,400 *
45	43,700
46	43,440
AVERAGE "*"	68,343
AVERAGE ALL	65,472

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TABLE I (Continued)

DEANS (DIRECTORS): FORESTRY

RANK	SALARY	
1	82,000	*
2	81,700	*
3	76,176	*
4	75,096	*
5	73,000	*
6	72,000	
7	67,200	*
8	67,000	*
9	65,967	*
10	64,999	*
11	64,960	*
12	58,383	
13	57,790	*
14	57,240	
15	52,000	*
AVERAGE **	68,991	
AVERAGE ALL	67,701	

DEANS (DIRECTORS): GRADUATE

RANK	SALARY	
1	101,000	*
2	95,000	*
3	95,000	
4	93,200	*
5	92,400	*
6	92,400	*
7	90,700	
8	89,500	*
9	88,200	*
10	87,900	*
11	83,520	*
12	82,600	*
13	81,000	*
14	79,669	
15	78,228	*
16	77,767	*
17	76,100	
18	76,000	*
19	75,600	*
20	75,186	*
21	75,000	*
22	74,348	*
23	74,200	*
24	73,800	*
25	73,629	*
26	73,500	*
27	73,500	*
28	73,466	*
29	73,300	*
30	73,224	*
31	72,450	
32	72,357	
33	72,000	
34	71,799	
35	71,310	*
36	71,262	
37	71,086	*
38	70,950	*
39	70,800	*
40	70,728	*
41	70,699	
42	70,524	*
43	70,374	*
44	70,000	*
45	69,700	
46	69,400	*
47	68,040	*
48	67,500	*
49	67,370	
50	67,319	*
51	67,300	*
52	67,174	*
53	66,864	
54	66,500	*
55	66,000	*
56	65,795	*
57	65,700	*
58	65,658	*
59	65,000	*
60	65,000	*
61	64,000	
62	63,960	*
63	62,181	*
64	62,000	*
65	61,624	
66	61,392	
67	61,198	*
68	61,000	
69	60,500	
70	60,473	
71	60,000	*
72	60,000	
73	59,969	
74	59,150	
75	59,064	*
76	59,058	
77	59,004	*
78	58,407	
79	58,339	*
80	58,000	
81	57,420	
82	57,276	
83	57,000	
84	56,707	
85	56,334	*
86	55,650	*
87	55,512	
88	55,410	*
89	55,265	
90	55,000	
91	55,000	
92	54,828	
93	54,197	*
94	53,050	*
95	52,000	*
96	51,420	
97	51,272	
98	51,000	*
99	51,000	
100	50,000	
101	48,600	
102	48,006	
103	46,631	
104	38,920	*
105	31,489	
AVERAGE **	70,510	
AVERAGE ALL	66,896	

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TABLE I (Continued)

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/
RECREATION

RANK	SALARY	
1	81,134	*
2	81,000	*
3	79,500	*
4	78,400	*
5	75,960	*
6	73,900	*
7	72,304	*
8	71,730	
9	70,080	*
10	69,000	
11	68,000	
12	64,268	*
13	62,900	*
14	60,408	
15	60,139	*
16	59,210	*
17	58,894	
18	58,700	*
19	56,550	*
20	56,292	*
21	56,000	
22	55,616	*
23	55,600	*
24	55,104	
25	54,650	
26	53,500	
27	47,500	
28	47,321	*
29	46,019	
AVERAGE ***	66,049	
AVERAGE ALL	63,092	

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY	
1	100,000	*
2	94,395	*
3	86,240	*
4	85,500	*
5	84,900	
6	79,950	*
7	75,037	*
8	74,139	*
9	71,327	*
10	71,000	*
11	69,708	*
12	69,000	*
13	68,400	
14	67,200	
15	66,420	
16	65,000	*
17	63,350	
18	63,000	
19	56,680	
20	55,491	
21	45,388	
AVERAGE ***	78,441	
AVERAGE ALL	72,006	

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY	
1	85,500	*
2	83,680	
3	83,099	*
4	81,000	*
5	81,000	*
6	77,040	*
7	76,605	*
8	75,000	*
9	72,500	*
10	71,148	*
11	70,400	*
12	70,308	*
13	69,860	*
14	67,000	*
15	66,500	*
16	65,940	*
17	65,700	*
18	64,500	*
19	64,200	*
20	63,128	*
21	62,200	*
22	61,500	
23	60,900	*
24	59,500	*
25	59,000	*
26	57,500	*
27	(57,036)	
28	55,363	*
29	51,550	
30	51,550	
31	50,000	*
32	46,019	
33	45,339	*
34	35,200	
AVERAGE ***	67,417	
AVERAGE ALL	64,905	

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY	
1	(95,900)	*
2	87,219	*
3	80,000	*
4	(80,000)	*
5	79,100	
6	(78,000)	*
7	(77,715)	
8	73,680	*
9	72,000	*
10	67,500	*
11	66,766	
12	65,500	*
13	65,500	
14	(64,284)	*
15	63,333	
16	(62,000)	
17	57,700	*
18	56,256	
19	54,600	
20	54,200	
21	50,633	
22	46,690	*
AVERAGE ***	72,373	
AVERAGE ALL	68,117	

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TABLE I (Continued)

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY	
1	83,783	*
2	83,000	*
3	80,800	*
4	78,480	*
5	77,625	*
6	77,280	*
7	76,280	*
8	74,237	*
9	71,825	*
10	70,680	*
11	69,000	*
12	69,000	*
13	68,000	*
14	65,500	*
15	62,500	*
16	62,200	*
17	61,620	*
18	61,000	*
19	60,139	*
20	(60,100)	
21	58,992	*
22	58,170	
23	44,171	*
AVERAGE ***	69,339	
AVERAGE ALL	68,451	

DEANS (DIRECTORS): LAW

RANK	SALARY	
1	130,660	*
2	120,867	*
3	118,200	*
4	117,600	*
5	111,733	*
6	110,000	*
7	108,040	*
8	104,000	*
9	103,470	*
10	102,840	*
11	102,256	*
12	102,171	*
13	102,000	*
14	101,700	*
15	100,000	*
16	99,840	*
17	99,400	*
18	94,000	*
19	93,500	
20	93,500	*
21	92,500	*
22	92,250	*
23	92,000	
24	90,552	
25	90,000	
26	89,000	*
27	87,260	*
28	86,620	*
29	86,115	
30	86,000	*
31	85,536	*
32	85,000	*
33	83,000	
34	82,008	*
35	81,636	*
36	81,400	
37	80,700	*
38	79,990	*
39	78,200	*
40	76,650	
41	75,888	*
42	75,000	*
43	75,000	*
44	75,000	*
45	73,725	*
46	73,436	*
47	71,004	*
48	64,791	*
49	63,000	*
50	62,911	*
51	62,830	*
AVERAGE ***	90,734	
AVERAGE ALL	90,094	

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY	
1	102,200	*
2	90,000	*
3	86,460	*
4	84,000	*
5	82,500	*
6	82,300	*
7	80,000	*
8	72,500	
9	72,000	
10	69,100	*
11	68,300	*
12	67,840	*
13	67,708	
14	67,400	*
15	66,084	*
16	64,994	*
17	63,804	
18	61,500	
19	60,000	*
20	59,004	*
21	58,635	
22	57,000	
23	57,000	
24	56,636	
AVERAGE ***	75,345	
AVERAGE ALL	70,707	

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY	
1	75,300	*
2	74,825	*
3	72,913	*
4	72,000	*
5	71,724	*
6	71,000	*
7	68,500	*
8	67,410	*
9	64,003	*
10	64,000	*
11	62,364	*
12	60,700	*
13	60,500	*
14	58,128	*
15	55,618	
16	54,730	*
17	53,604	
18	52,000	*
19	51,000	*
20	49,000	*
21	48,880	*
AVERAGE ***	63,104	
AVERAGE ALL	62,295	

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TABLE I (Continued)

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY	
1	184,500	*
2	158,900	*
3	150,500	*
4	147,300	
5	147,150	*
6	145,530	*
7	143,640	*
8	139,750	*
9	137,434	*
10	126,000	
11	125,000	
12	120,444	*
13	120,000	*
14	120,000	*
15	115,000	*
16	112,400	*
17	110,500	*
18	109,920	*
19	109,584	*
20	109,572	*
21	107,950	*
22	107,816	*
23	103,542	*
24	103,000	*
25	102,800	*
26	102,200	*
27	100,230	
28	(100,000)	*
29	99,500	*
30	99,344	
31	99,240	*
32	98,940	*
33	96,023	*
34	91,512	*
35	91,500	*
36	91,035	*
37	86,190	*
38	83,000	*
39	82,668	*
40	81,750	*
41	62,160	*

AVERAGE "*" 111,824

AVERAGE ALL 112,769

DEANS (DIRECTORS):
MUSIC

RANK	SALARY	
1	86,000	*
2	82,680	*
3	77,706	*
4	77,224	
5	76,350	*
6	74,500	*
7	72,024	*
8	71,627	
9	70,920	*
10	69,000	*
11	66,060	
12	64,541	*
13	62,250	*
14	60,336	
15	(60,000)	*
16	58,000	*
17	57,925	
18	57,135	*
19	40,660	

AVERAGE "*" 70,085

AVERAGE ALL 67,628

DEANS (DIRECTORS):
NURSING

RANK	SALARY	
1	98,461	*
2	92,610	*
3	88,150	
4	87,876	*
5	87,249	*
6	85,994	*
7	85,500	*
8	84,577	*
9	84,400	*
10	83,874	*
11	83,700	*
12	80,850	*
13	80,300	*
14	79,000	
15	78,942	*
16	77,992	*
17	76,806	*
18	76,700	*
19	75,662	*
20	75,490	*
21	75,150	*
22	75,000	*
23	73,630	*
24	72,942	*
25	70,350	
26	69,800	*
27	69,100	
28	68,950	*
29	68,700	*
30	68,182	*
31	68,000	*
32	67,700	*
33	67,444	*
34	67,170	*
35	67,164	*
36	66,874	*
37	66,460	*
38	66,435	*
39	65,255	
40	65,200	
41	63,336	
42	63,020	*
43	63,000	*
44	62,971	*
45	62,700	*
46	62,250	*
47	61,130	
48	61,000	
49	61,000	*
50	60,000	
51	59,268	*
52	58,500	
53	58,308	
54	58,170	*
55	57,732	*
56	56,180	*
57	56,000	*
58	55,775	*
59	55,000	
60	54,876	
61	54,800	
62	52,305	
63	51,800	
64	50,000	*
65	50,000	*
66	48,493	

AVERAGE "*" 71,347

AVERAGE ALL 68,807

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY	
1	99,866	*
2	99,600	*
3	93,975	*
4	88,364	*
5	88,000	
6	88,000	*
7	87,200	*
8	87,000	
9	85,512	*
10	85,168	*
11	85,000	*
12	84,840	*
13	84,456	*
14	82,720	*
15	81,395	*
16	80,993	*
17	80,000	*
18	77,936	*
19	77,250	*
20	77,000	*
21	76,309	*
22	75,150	*
23	71,508	*
24	70,500	*
25	68,525	*
26	65,868	*
27	65,562	
28	65,000	*
29	65,000	*
30	64,500	*
31	63,228	*
32	63,100	*
33	57,084	*
34	55,000	*
35	55,000	
36	52,021	
37	48,179	*
AVERAGE "**"	76,507	
AVERAGE ALL	75,562	

DEANS (DIRECTORS):
PUBLIC AFFAIRS

RANK	SALARY	
1	115,895	*
2	98,400	*
3	81,800	*
4	81,500	
5	79,600	
6	77,000	*
7	75,096	*
8	73,400	*
9	68,200	*
10	64,500	
11	54,860	*
12	54,600	*
AVERAGE "**"	77,695	
AVERAGE ALL	77,071	

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY	
1	97,500	*
2	91,668	*
3	90,000	*
4	89,917	*
5	85,400	*
6	83,400	*
7	81,480	*
8	78,000	*
9	75,500	
10	74,800	*
11	74,520	*
12	74,000	
13	73,000	
14	72,000	*
15	71,913	*
16	71,500	
17	71,000	*
18	69,306	
19	69,169	*
20	67,500	*
21	66,250	
22	66,000	*
23	66,000	
24	63,000	
25	62,700	*
26	62,000	
27	62,000	
28	60,900	
29	(58,000)	
30	57,864	
31	57,809	
32	57,060	
33	56,604	
34	55,627	
35	55,000	
36	54,000	*
37	52,620	
38	52,185	
39	51,385	*
40	49,000	
AVERAGE "**"	75,387	
AVERAGE ALL	68,189	

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY	
1	87,100	
2	86,000	*
3	85,000	*
4	83,257	*
5	83,099	*
6	80,000	*
7	(80,000)	*
8	78,940	*
9	78,000	*
10	(78,000)	*
11	77,760	*
12	74,200	
13	72,600	*
14	72,120	*
15	69,100	*
16	64,500	
17	64,000	
18	59,604	
19	58,000	*
AVERAGE "**"	77,277	
AVERAGE ALL	75,331	

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TABLE I (Continued)

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY	
1	98,681	*
2	97,000	*
3	84,930	
4	82,700	*
5	80,240	*
6	79,512	*
7	79,320	*
8	77,000	
9	76,661	*
10	74,970	*
11	73,560	*
12	73,184	*
13	71,456	
14	69,360	
15	69,000	*
16	69,000	*
17	68,917	*
18	68,460	*
19	68,000	*
20	67,545	*
21	66,800	*
22	64,500	*
23	64,500	*
24	63,130	*
25	62,332	*
26	62,000	*
27	58,000	*
28	56,922	*
29	54,900	*
30	53,604	
31	43,960	*
AVERAGE "*"	70,146	
AVERAGE ALL	70,327	

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY	
1	87,780	*
2	70,750	*
3	69,250	*
4	66,210	*
5	65,760	*
6	65,500	
7	62,700	*
8	62,500	*
9	61,000	*
10	61,000	
11	60,000	*
12	60,000	*
13	56,500	*
14	55,351	
15	55,037	*
16	55,000	*
17	54,490	
18	53,943	*
19	51,984	
20	51,400	
21	51,000	
22	39,375	*
23	33,998	
AVERAGE "*"	61,720	
AVERAGE ALL	58,719	

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY	
1	108,000	*
2	100,280	*
3	92,500	*
4	90,000	*
5	87,000	*
6	86,107	*
7	86,000	*
8	85,890	*
9	82,872	*
10	82,440	*
11	82,000	*
12	79,310	*
13	78,900	*
14	77,352	*
15	76,700	*
16	74,625	*
17	73,920	*
18	73,200	*
19	72,700	*
20	72,372	*
21	64,922	*
AVERAGE "*"	82,242	
AVERAGE ALL	82,242	

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-eight participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Central Florida
University of Florida
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Florida
University of South Alabama
University of South Carolina, Columbia
University of South Florida
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	110,000
2	83,485
3	78,000
AVERAGE ALL	90,495

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	120,000
2	120,000
3	114,200
4	109,783
5	109,681
6	109,681
7	107,100
8	105,430
9	105,000
10	97,750
11	97,125
12	93,620
13	93,450
14	89,801
15	89,801
16	84,000
17	83,485
18	82,000
19	78,000
20	78,000
21	77,700
22	70,400
23	68,300
24	67,000
AVERAGE ALL	93,804

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	98,633
2	(96,300)
3	95,500
4	94,600
5	88,000
6	87,550
7	86,500
8	85,500
9	85,500
10	82,300
11	81,500
12	80,500
13	75,000
14	(74,352)
15	73,000
16	68,897
17	68,004
18	67,700
19	67,041
20	66,294
21	63,000
AVERAGE ALL	80,270

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(112,000)
2	104,600
3	(96,300)
4	91,350
5	86,670
6	84,000
7	83,000
8	77,500
9	(74,352)
10	61,000
AVERAGE ALL	87,077

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	92,000
2	79,000
3	76,500
4	73,700
5	70,513
6	70,000
7	69,240
8	68,500
9	65,300
10	64,000
11	63,800
12	62,500
13	60,500
14	58,000
15	55,940
16	55,574
17	55,382
18	54,450
19	53,039
20	53,000
21	52,280
22	51,500
23	50,757
24	49,068
25	47,000
26	42,759
27	42,000
AVERAGE ALL	60,60[illegible]

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	72,400
2	56,017
3	54,570
4	54,303
5	51,026
6	47,100
7	45,500
8	43,470
9	42,000
10	41,000
11	40,000
12	37,300
13	37,110
14	36,867
15	35,700
16	35,000
17	33,039
18	32,557
19	29,000
AVERAGE ALL	43,366

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TABLE II (Continued)
—ATLANTA REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	77,000
2	76,421
3	74,050
4	70,000
5	70,000
6	68,200
7	65,520
8	64,693
9	63,070
10	63,000
11	62,540
12	58,875
13	58,000
14	57,815
15	54,450
16	54,418
17	54,122
18	53,300
19	53,300
20	52,250
21	51,500
22	50,100
23	49,203
24	46,650
25	42,996
26	39,791
27	39,373
28	36,572
AVERAGE ALL	57,400

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	95,200
2	94,000
3	91,500
4	90,000
5	81,936
6	79,900
7	78,896
8	(78,700)
9	78,500
10	77,500
11	(76,500)
12	74,116
13	70,000
14	66,504
15	66,250
16	66,000
17	65,081
18	63,972
19	62,235
20	60,500
21	57,787
AVERAGE ALL	75,004

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	73,000
2	68,000
3	(65,200)
4	63,720
5	60,000
6	60,000
7	56,250
8	55,015
9	54,550
10	52,700
11	50,400
12	49,176
13	48,900
14	48,011
15	48,000
16	(47,300)
17	45,294
18	44,625
19	43,300
20	42,426
21	42,210
22	39,504
23	34,622
AVERAGE ALL	51,835

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(80,400)
2	(65,200)
3	60,268
4	52,867
5	38,004
6	34,782
AVERAGE ALL	55,254

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(80,400)
2	59,890
3	52,600
4	50,003
5	49,000
6	44,684
7	37,458
8	31,380
9	27,241
10	25,992
AVERAGE ALL	45,865

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	61,600
2	50,328
3	(47,300)
4	46,278
5	45,754
6	44,070
7	41,875
8	41,570
9	40,000
10	39,300
11	38,325
12	38,000
13	37,400
14	36,000
15	35,460
16	34,440
17	33,255
18	32,550
19	32,300
20	31,700
21	29,000
22	28,850
23	25,000
24	19,000
AVERAGE ALL	37,877

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TABLE II (Continued)
—ATLANTA REGION—

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	(63,670)
2	60,036
3	57,240
4	55,770
5	52,332
6	51,590
7	51,000
8	47,689
9	45,680
10	45,161
11	44,456
12	42,800
13	42,250
14	42,105
15	42,000
16	40,500
17	40,300
18	40,276
19	38,501
20	37,500
21	37,152
22	37,000
23	34,000
24	30,800
25	30,000
AVERAGE ALL	44,392

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	66,000
2	63,000
3	62,073
4	57,760
5	56,595
6	54,200
7	52,325
8	51,300
9	50,452
10	50,003
11	49,251
12	48,600
13	48,000
14	46,125
15	43,900
16	43,785
17	42,260
18	41,730
19	40,750
20	40,008
21	39,200
22	38,640
23	38,004
24	38,000
25	37,800
26	34,081
AVERAGE ALL	47,455

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)

RANK	SALARY
1	91,500
2	80,300
3	78,500
4	75,500
5	75,000
6	73,500
7	72,500
8	72,200
9	69,300
10	67,737
11	67,620
12	64,766
13	64,300
14	64,008
15	63,500
16	63,100
17	62,700
18	60,843
19	60,000
20	58,860
21	58,300
22	58,000
23	57,870
24	50,000
25	47,250
AVERAGE ALL	66,286

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	68,529
2	59,272
3	59,178
4	57,826
5	57,750
6	54,435
7	52,000
8	50,164
9	49,700
10	47,196
11	47,182
12	46,000
13	42,788
14	40,397
15	40,043
AVERAGE ALL	51,497

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	50,800
2	50,652
3	38,110
4	36,000
5	32,946
6	29,214
7	25,476
8	24,000
9	23,000
AVERAGE ALL	34,466

TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	56,800
2	(54,000)
3	51,323
4	49,400
5	47,475
6	46,333
7	44,617
8	44,500
9	43,865
10	43,570
11	43,320
12	39,996
13	39,900
14	39,140
15	(39,120)
16	38,403
17	38,325
18	38,000
19	37,800
20	37,135
21	37,000
22	31,200
23	30,502
24	(30,500)
25	29,027
26	26,712
27	25,480

AVERAGE ALL 40,128

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	61,656
2	60,400
3	59,040
4	56,223
5	56,200
6	54,192
7	(54,000)
8	45,800
9	44,000
10	43,900
11	43,472
12	42,710
13	42,000
14	40,730
15	40,601
16	40,000
17	39,933
18	39,900
19	(39,120)
20	38,995
21	37,500
22	36,920
23	34,912
24	33,680
25	(30,500)
26	29,364

AVERAGE ALL 44,067

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	52,738
2	49,271
3	47,426
4	46,800
5	43,250
6	43,000
7	41,900
8	41,719
9	41,000
10	40,318
11	39,677
12	39,349
13	39,003
14	38,876
15	38,403
16	38,300
17	38,265
18	37,419
19	37,330
20	36,900
21	35,102
22	33,000
23	32,436
24	32,340
25	32,000
26	31,320
27	31,182

AVERAGE ALL 39,197

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	54,419
2	50,000
3	50,000
4	46,800
5	46,570
6	46,500
7	45,000
8	43,800
9	41,800
10	39,338
11	39,270
12	37,300
13	37,008
14	35,280
15	34,536
16	34,000
17	32,585
18	29,633
19	29,480
20	28,600
21	27,628
22	27,376
23	27,354
24	24,978

AVERAGE ALL 37,886

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	91,351
2	83,115
3	83,080
4	82,977
5	80,078
6	77,671
7	76,999
8	70,100
9	69,725
10	69,388
11	66,400
12	62,753
13	59,398
14	57,750
15	57,000
16	56,196
17	54,883
18	50,000
19	43,870
20	38,400
21	28,086
22	26,162
23	25,868

AVERAGE ALL 61,357

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TABLE II (Continued)
—ATLANTA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(112,000)
2	93,637
3	85,050
4	79,720
5	79,200
6	(73,000)

AVERAGE ALL 87,101

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	80,850
2	80,100
3	(78,700)
4	(76,500)
5	75,338
6	73,500
7	73,133
8	(73,000)
9	71,600
10	70,320
11	70,000
12	66,000
13	65,000
14	59,447

AVERAGE ALL 72,392

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRES FOR PLANNING AND BUDGETING

RANK	SALARY
1	67,200
2	63,670
3	61,400
4	50,620
5	(46,900)

AVERAGE ALL 57,958

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	73,439
2	66,220
3	63,000
4	61,084
5	60,081
6	59,828
7	58,983
8	57,120
9	56,580
10	56,070
11	55,650
12	53,000
13	51,450
14	47,607
15	39,600
16	37,416

AVERAGE ALL 56,071

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	78,000
2	63,656
3	63,500
4	63,000
5	60,504
6	57,900
7	55,900
8	54,228
9	54,100
10	51,000
11	50,220
12	48,456
13	40,660
14	40,000
15	37,780
16	33,359
17	32,900
18	32,500
19	30,030
20	22,750

AVERAGE ALL 48,532

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	76,300
2	66,150
3	57,200
4	55,616
5	53,207
6	53,100
7	52,000
8	50,328
9	49,980
10	48,554
11	48,400
12	48,000
13	47,450
14	43,500
15	42,500
16	38,280
17	35,500
18	35,290
19	31,459

AVERAGE ALL 49,095

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TABLE II (Continued)
—ATLANTA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	66,713
2	66,417
3	63,000
4	60,988
5	57,800
6	56,000
7	55,700
8	55,620
9	54,624
10	53,976
11	53,500
12	51,800
13	49,907
14	49,404
15	48,000
16	48,000
17	48,000
18	47,464
19	47,107
20	46,436
21	45,792
22	45,038
23	41,050
24	40,100
25	38,480
26	38,460
AVERAGE ALL	51,130

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	66,632
2	50,880
3	50,556
4	49,500
5	46,008
6	45,150
7	44,438
8	43,728
9	43,728
10	42,000
11	41,100
12	41,000
13	40,400
14	39,804
15	39,274
16	35,700
17	35,600
18	34,475
19	34,200
20	32,960
21	31,963
22	30,000
23	27,660
24	27,180
25	25,920
26	24,502
AVERAGE ALL	39,398

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	75,000
2	72,050
3	58,370
4	(55,308)
5	46,226
AVERAGE ALL	61,391

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	69,000
2	60,510
3	56,400
4	54,200
5	51,214
6	47,708
7	43,144
8	41,734
9	41,458
10	40,816
11	40,500
12	40,145
13	39,948
14	36,000
15	34,380
16	33,730
17	30,560
18	22,634
AVERAGE ALL	43,560

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	69,200
2	67,136
3	64,130
4	63,600
5	54,720
6	54,600
AVERAGE ALL	62,231

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	66,250
2	64,300
3	63,600
4	55,710
5	55,000
6	52,920
7	51,000
8	40,200
9	(37,750)
10	29,553
AVERAGE ALL	51,628

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	149,800
2	89,250
3	77,500
4	75,600
5	73,500
6	73,100
7	72,950
8	71,300
9	70,320
10	70,000
11	70,000
12	60,350
13	(55,308)
14	48,825
AVERAGE ALL	75,557

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	65,000
2	63,600
3	62,000
4	58,250
5	58,000
6	54,906
7	52,500
8	51,670
9	50,000
10	42,513
11	41,200
12	40,000
13	39,816
14	37,955
15	36,675
16	35,750
17	35,000
AVERAGE ALL	48,520

RANK	SALARY
24	26,828
25	24,000
26	22,050
AVERAGE ALL	44,387

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	86,100
2	86,000
3	(75,500)
4	73,310
5	68,000
6	65,500
AVERAGE ALL	75,735

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	85,000
2	76,505
3	68,796
4	64,691
5	64,480
6	60,000
7	59,870
8	53,485
9	52,778
10	52,500
11	50,046
12	47,600
13	45,885
14	45,611
15	34,500
AVERAGE ALL	57,450

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	80,500
2	65,070
3	65,000
4	63,800
5	59,000
6	55,150
7	55,000
8	48,400
9	48,150
10	46,768
11	46,676
12	45,852
13	44,393
14	43,383
15	42,661
16	40,562
17	(37,750)
18	36,207
19	34,012
20	32,943
21	32,081
22	30,240
23	27,582

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	101,500
2	84,000
3	81,400
4	80,100
5	80,000
6	76,900
7	75,600
8	72,000
9	68,480
10	66,504
11	64,884
12	63,157
13	59,240
AVERAGE ALL	74,905

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	80,000
2	61,000
3	55,570
AVERAGE ALL	65,523

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	75,000
2	63,539
3	58,300
4	54,000
5	53,508
6	53,400
7	52,400
8	52,342
9	50,100
10	49,300
11	48,723
12	47,790
13	(46,900)
14	46,200
15	44,100
16	41,662
17	39,940
18	38,280
19	37,000
20	36,897
21	34,500
22	33,892
23	28,000
AVERAGE ALL	47,208

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	88,000
2	84,750
3	(75,500)
4	71,820
5	70,981
6	70,000
7	61,800
8	(57,036)

AVERAGE ALL 72,486

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	85,000
2	83,000
3	82,500
4	70,000
5	67,000
6	62,290
7	60,000
8	56,339

AVERAGE ALL 70,766

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	94,000
2	92,000
3	89,900
4	85,000
5	82,000
6	82,000
7	74,200
8	72,500
9	71,360
10	68,400
11	67,000
12	65,550
13	63,000
14	58,881
15	58,500
16	58,170
17	57,780

AVERAGE ALL 72,955

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	115,000
2	108,000
3	97,500
4	85,855
5	85,000
6	84,045
7	84,000
8	84,000
9	83,844
10	79,500
11	78,800
12	77,220
13	75,600
14	74,500
15	70,200
16	70,000
17	70,000
18	69,355
19	69,144
20	69,000
21	68,782
22	68,000
23	65,400
24	62,837
25	61,536
26	61,140

AVERAGE ALL 77,625

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	76,451
2	75,000
3	63,720
4	63,200
5	61,000
6	59,920
7	58,000
8	57,800
9	55,800
10	55,000
11	53,400
12	53,000
13	51,852
14	50,000
15	48,864
16	47,408
17	44,732
18	37,708

AVERAGE ALL 56,270

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	112,500
2	100,000
3	89,336

AVERAGE ALL 100,612

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	85,800
2	82,000
3	81,318
4	78,500
5	77,300
6	77,000
7	76,000
8	74,328
9	73,478
10	71,000
11	69,500
12	68,250
13	67,500
14	67,150
15	66,645
16	65,700
17	65,700
18	63,804
19	61,000
20	59,496
21	56,930
22	56,000
23	54,000
24	53,000

AVERAGE ALL 68,808

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	96,000
2	90,000
3	89,200
4	86,000
5	85,000
6	85,000
7	82,925
8	81,090
9	80,820
10	80,300
11	80,064
12	79,900
13	77,134
14	77,000
15	70,269
16	69,498
17	69,000
18	68,496
19	66,000
20	65,396
21	65,200
22	48,838

AVERAGE ALL 76,960

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	65,500
2	63,800
3	(60,100)
4	55,708
5	50,000

AVERAGE ALL 59,022

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	82,000
2	81,700
3	67,000
4	64,960

AVERAGE ALL 73,915

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	95,000
2	75,000
3	73,629
4	73,500
5	73,466
6	73,300
7	72,450
8	72,357
9	70,800
10	68,040
11	66,000
12	65,658
13	65,000
14	65,000
15	61,000
16	58,407
17	57,420
18	56,554
19	55,512
20	55,000
21	54,828

AVERAGE ALL 67,044

DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/ RECREATION

RANK	SALARY
1	81,000
2	72,304
3	71,730
4	55,104

AVERAGE ALL 70,035

DEANS (DIRECTORS): HEALTH PROFESSIONS

RANK	SALARY
1	100,000
2	84,900
3	79,950
4	71,000
5	66,420
6	56,680

AVERAGE ALL 76,492

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	83,600
2	67,000
3	66,500
4	65,940
5	64,500
6	64,200
7	61,500
8	(57,036)

AVERAGE ALL 66,295

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	(60,000)
2	80,000
3	67,500
4	65,500
5	54,200

AVERAGE ALL 69,440

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	83,000
2	77,625
3	71,625
4	65,500
5	62,500
6	61,620
7	(60,100)

AVERAGE ALL 68,881

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	103,470
2	102,000
3	101,700
4	90,000
5	89,000
6	86,000
7	85,000
8	83,000
9	79,990
10	78,200
AVERAGE ALL	89,836

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	82,500
2	69,100
3	64,994
4	63,804
5	60,000
6	58,635
AVERAGE ALL	66,506

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	72,000
2	71,000
3	64,000
4	60,500
5	54,730
6	53,604
7	51,000
AVERAGE ALL	60,976

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	145,530
2	139,790
3	125,000
4	112,400
5	109,584
6	107,816
7	102,200
8	100,230
9	(100,000)
10	99,344
AVERAGE ALL	114,185

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	74,500
2	71,627
3	64,941
4	62,250
AVERAGE ALL	68,230

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	84,577
2	83,874
3	80,850
4	77,992
5	76,700
6	73,630
7	70,350
8	68,950
9	68,700
10	68,000
11	67,170
12	65,255
13	62,700
14	62,250
15	61,130
16	58,500
17	58,308
18	55,000
19	54,876
20	51,800
21	48,493
AVERAGE ALL	66,624

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	93,975
2	84,456
3	80,000
4	65,868
5	65,000
6	63,100
AVERAGE ALL	75,400

DEANS (DIRECTORS):
PUBLIC AFFAIRS

RANK	SALARY
1	115,895
2	79,600
3	68,200
AVERAGE ALL	87,898

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	71,913
2	66,250
3	66,000
4	66,000
5	62,000
6	55,000
7	52,620
AVERAGE ALL	62,826

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	86,000
2	(80,000)
3	74,200
4	72,600
AVERAGE ALL	78,200

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	97,000
2	69,000
3	68,917
4	64,500
5	63,130
6	58,000
7	53,604
AVERAGE ALL	67,736

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	70,750
2	62,500
3	51,400
AVERAGE ALL	61,550

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	86,107
2	86,000
3	73,920
4	72,700
AVERAGE ALL	79,682

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-nine participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University-Bloomington
Kent State University
Miami University
Michigan State University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan at Ann Arbor
University of Minnesota-Twin Cities
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Wayne State University
Western Michigan University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	129,600
2	119,260
3	107,004
4	102,500
5	102,000
6	102,000
7	98,115

AVERAGE ALL 108,640

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	127,000
2	115,000
3	110,100
4	110,000
5	110,000
6	107,980
7	107,980
8	105,000
9	101,972
10	101,000
11	99,700
12	99,000
13	95,000
14	90,895
15	90,000
16	90,000
17	88,968
18	88,810
19	85,000
20	83,220
21	83,220
22	82,692

AVERAGE ALL 98,570

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	117,250
2	105,000
3	104,000
4	99,000
5	99,000
6	95,000
7	89,000
8	85,600
9	(82,700)
10	81,121
11	81,000
12	80,832
13	80,000
14	(79,440)
15	79,416
16	(79,000)
17	76,320
18	74,962
19	68,000
20	66,660

AVERAGE ALL 86,165

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	108,900
2	105,000
3	90,500
4	89,250
5	(85,000)
6	84,400
7	(82,700)
8	(79,440)
9	78,750
10	76,280
11	72,000

AVERAGE ALL 86,565

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	95,800
2	86,190
3	85,500
4	82,720
5	80,000
6	77,248
7	77,160
8	76,400
9	75,404
10	68,891
11	68,300
12	67,600
13	66,398
14	63,900
15	61,776
16	61,008
17	60,200
18	59,578
19	58,050
20	57,636
21	55,350
22	55,300
23	54,500
24	53,935
25	52,264
26	50,641

AVERAGE ALL 67,375

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	70,000
2	64,200
3	53,028
4	53,000
5	51,373
6	49,800
7	49,249
8	47,808
9	47,250
10	45,800
11	45,160
12	45,000
13	44,758
14	44,520
15	42,500
16	40,000
17	40,000
18	39,165
19	36,550
20	35,848
21	35,302
22	33,912
23	32,856
24	32,592
25	32,000
26	28,932

AVERAGE ALL 43,870

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—CHICAGO REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	85,000
2	79,280
3	76,000
4	74,300
5	73,680
6	68,700
7	68,662
8	67,680
9	67,000
10	65,160
11	63,898
12	62,000
13	61,576
14	60,641
15	60,600
16	60,500
17	59,364
18	58,575
19	58,200
20	58,023
21	57,646
22	57,264
23	54,100
24	53,830
25	53,100
26	52,800
27	49,000
28	44,400
AVERAGE ALL	62,535

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	112,000
2	95,000
3	94,000
4	87,500
5	84,240
6	(82,600)
7	81,230
8	81,230
9	79,300
10	76,650
11	76,320
12	(75,600)
13	(75,000)
14	74,865
15	74,500
16	74,500
17	72,577
18	69,900
19	68,540
20	68,143
21	68,000
22	67,917
23	67,000
24	(64,305)
25	58,250
AVERAGE ALL	77,167

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	85,000
2	72,820
3	69,850
4	66,660
5	66,600
6	66,000
7	60,600
8	58,600
9	58,207
10	57,500
11	(57,359)
12	56,500
13	56,500
14	54,800
15	53,000
16	52,667
17	52,000
18	50,000
19	49,300
20	48,192
21	46,668
22	44,546
23	41,640
24	41,413
AVERAGE ALL	56,893

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	67,500
2	59,962
3	55,080
4	50,000
5	42,800
AVERAGE ALL	55,068

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	64,300
2	61,000
3	(57,359)
4	50,692
5	49,200
6	49,000
7	42,483
AVERAGE ALL	53,433

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	58,500
2	58,000
3	56,292
4	53,990
5	50,000
6	47,550
7	47,000
8	46,840
9	45,012
10	43,050
11	42,050
12	41,160
13	41,000
14	40,956
15	40,910
16	40,500
17	40,416
18	40,400
19	40,353
20	38,988
21	37,050
22	35,938
23	35,700
24	33,605
AVERAGE ALL	43,969

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—CHICAGO REGION—

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	91,500
2	71,000
3	68,925
4	(65,870)
5	60,069
6	60,000
7	60,000
8	58,600
9	(57,359)
10	55,080
11	53,100
12	50,700
13	50,000
14	49,140
15	48,540
16	47,772
17	47,700
18	47,460
19	47,352
20	46,469
21	41,248
22	34,600
AVERAGE ALL	55,113

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	67,840
2	80,000
3	70,000
4	68,350
5	65,180
6	59,276
7	58,800
8	57,876
9	57,800
10	57,359
11	56,600
12	55,500
13	54,600
14	54,000
15	52,500
16	50,200
17	50,200
18	50,076
19	49,549
20	48,566
21	48,516
22	47,700
23	47,000
24	45,400
AVERAGE ALL	57,204

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)

RANK	SALARY
1	87,680
2	86,000
3	85,700
4	81,360
5	81,230
6	80,000
7	(79,000)
8	75,500
9	75,000
10	74,183
11	74,000
12	73,800
13	72,200
14	71,000
15	68,000
16	(66,936)
17	65,004
18	65,000
19	63,622
20	63,228
21	62,000
22	57,500
23	57,302
24	53,000
AVERAGE ALL	71,594

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	(66,936)
2	65,400
3	64,000
4	62,500
5	62,000
6	56,650
7	56,200
8	56,134
9	54,929
10	54,480
11	54,349
12	52,500
13	51,550
14	51,250
15	48,615
16	46,095
17	44,988
AVERAGE ALL	55,799

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	84,674
2	61,764
3	56,557
4	54,500
5	46,750
6	45,700
7	45,700
8	42,700
9	41,040
10	41,010
11	40,762
12	38,616
13	31,625
14	29,644
AVERAGE ALL	47,217

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	72,803
2	63,686
3	63,035
4	59,440
5	58,650
6	57,684
7	56,750
8	56,150
9	55,164
10	53,880
11	53,532
12	52,188
13	51,881
14	51,800
15	50,562
16	50,070
17	50,000
18	49,384
19	49,152
20	48,193
21	46,000
22	45,705
23	45,368
24	44,856
25	42,400
26	42,100
27	41,573
28	38,000
29	34,845
AVERAGE ALL	51,202

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	66,145
2	61,500
3	58,150
4	53,760
5	53,000
6	52,944
7	52,500
8	52,000
9	51,727
10	50,969
11	50,255
12	49,152
13	47,825
14	47,280
15	46,272
16	45,565
17	45,000
18	44,568
19	44,445
20	43,583
21	42,.30
22	42,800
23	42,105
24	41,000
25	40,020
26	38,620
AVERAGE ALL	48,617

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	58,120
2	57,950
3	55,720
4	53,765
5	52,593
6	50,250
7	49,152
8	47,887
9	47,600
10	47,500
11	47,160
12	47,102
13	46,992
14	46,450
15	45,000
16	44,568
17	44,016
18	43,738
19	43,080
20	42,433
21	41,142
22	41,030
23	39,929
24	36,678
25	34,026
26	34,000
27	31,763
28	31,605
AVERAGE ALL	45,045

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	73,400
2	64,698
3	63,120
4	61,980
5	58,500
6	57,250
7	55,000
8	54,650
9	54,048
10	(53,264)
11	52,692
12	52,500
13	52,380
14	51,780
15	48,591
16	48,265
17	44,415
18	42,750
19	42,400
20	41,107
21	39,715
22	38,230
23	37,850
24	37,319
25	36,770
26	36,500
27	32,415
AVERAGE ALL	49,318

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	99,234
2	88,000
3	85,300
4	84,290
5	78,310
6	78,149
7	77,435
8	76,920
9	69,740
10	68,880
11	62,106
12	58,995
13	58,000
14	57,708
15	57,250
16	55,270
17	54,895
18	54,672
19	50,600
20	48,648
21	44,274
22	27,576
AVERAGE ALL	65,284

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	84,762
2	(64,305)
3	57,700

AVERAGE ALL 68,922

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(82,600)
2	81,000
3	76,500
4	75,600
5	72,576
6	66,936
7	61,000

AVERAGE ALL 73,745

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRES FOR PLANNING AND BUDGETING

RANK	SALARY
1	88,670
2	82,800
3	78,510
4	68,143
5	(65,870)
6	65,004
7	60,363
8	58,836

AVERAGE ALL 71,025

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	100,000
2	86,600
3	72,500
4	68,640
5	68,000
6	67,683
7	65,532
8	61,836
9	59,700
10	57,150
11	56,500
12	55,640
13	55,000
14	52,385
15	47,939
16	45,150
17	44,316
18	42,703

AVERAGE ALL 61,515

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	70,680
2	70,500
3	64,850
4	64,000
5	62,500
6	61,360
7	59,299
8	55,000
9	54,000
10	53,790
11	53,300
12	51,756
13	47,640
14	47,360
15	45,200
16	41,501
17	39,323
18	38,000
19	36,800
20	35,328
21	34,076
22	26,174
23	26,000

AVERAGE ALL 49,506

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	76,500
2	72,000
3	70,004
4	61,800
5	57,359
6	52,000
7	51,450
8	50,500
9	45,421
10	43,600
11	43,548
12	41,058
13	40,300
14	38,714
15	36,975
16	35,000
17	34,000

AVERAGE ALL 50,013

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	73,000
2	71,030
3	70,500
4	67,350
5	65,890
6	65,328
7	62,525
8	60,504
9	60,000
10	59,500
11	58,950
12	57,054
13	56,250
14	56,220
15	55,764
16	55,500
17	55,000
18	55,000
19	54,090
20	53,300
21	51,000
22	51,000
23	45,390
24	44,760

AVERAGE ALL 58,538

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	58,000
2	56,000
3	54,112
4	53,800
5	52,500
6	50,325
7	48,303
8	47,275
9	47,150
10	46,008
11	45,668
12	45,500
13	45,000
14	44,400
15	44,400
16	44,134
17	44,086
18	43,980
19	43,400
20	42,800
21	42,456
22	41,464
23	40,800
24	38,700
25	38,560
26	37,572
27	31,000
AVERAGE ALL	45,459

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	60,169
2	53,865
3	52,020
4	49,000
5	48,990
6	48,200
7	46,529
8	45,600
9	45,300
10	45,056
11	44,962
12	39,360
13	38,800
14	38,500
15	34,079
16	30,321
17	28,620
AVERAGE ALL	44,081

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	113,250
2	88,680
3	82,000
4	(81,100)
5	74,400
6	68,750
7	68,000
8	66,300
9	64,500
10	58,500
11	55,600
AVERAGE ALL	74,644

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	(81,100)
2	71,940
3	70,000
4	58,347
AVERAGE ALL	70,347

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	76,559
2	70,000
3	58,162
4	(56,856)
5	56,808
6	56,160
7	53,700
8	49,512
9	49,300
10	49,140
11	46,828
12	46,466
13	43,000
14	42,000
15	39,733
AVERAGE ALL	52,948

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	88,680
2	(81,100)
3	75,600
4	75,500
5	71,556
6	65,000
7	65,000
8	62,410
9	62,000
10	59,430
11	58,500
AVERAGE ALL	69,525

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	76,755
2	61,000
3	54,500
4	51,704
5	50,962
6	49,151
7	48,360
8	43,300
AVERAGE ALL	54,467

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	64,000
2	72,250
3	(56,856)
4	55,650
5	53,121
6	51,100
7	50,100
8	46,926
9	44,364
10	43,706
11	42,400
12	42,174
13	41,000
14	38,300
15	37,367
16	35,160
17	34,962
18	33,495
19	30,852
20	29,700
21	28,476
22	28,000
23	27,139
AVERAGE ALL	43,787

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	87,500
2	84,800
3	80,290
AVERAGE ALL	84,197

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	101,160
2	90,000
3	89,500
4	75,600
AVERAGE ALL	89,065

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	80,000
2	75,000
3	72,962
4	70,000
AVERAGE ALL	74,491

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	90,000
2	72,345
3	71,708
4	70,311
5	64,950
6	63,860
7	60,300
8	57,300
9	55,000
10	54,000
11	53,550
12	53,000
13	52,140
14	50,775
15	50,004
16	48,827
17	48,460
18	47,800
19	44,792
20	44,400
21	44,095
22	43,704
23	43,704
24	40,800
25	32,896
AVERAGE ALL	54,349

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	66,842
2	61,000
3	54,600
4	53,544
5	51,917
6	50,436
7	50,115
8	50,000
9	47,324
10	46,876
11	43,611
12	42,500
13	39,000
14	38,472
15	38,000
16	38,000
17	28,780
AVERAGE ALL	47,119

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	110,000
2	98,200
3	96,890
4	93,720
5	88,000
6	63,624
AVERAGE ALL	91,739

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	81,765
2	81,720
3	80,240
4	79,364
5	73,469
6	65,749
7	61,236
AVERAGE ALL	74,795

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	110,500
2	104,000
3	96,300
4	92,000
5	84,000
6	81,210
7	78,800
8	78,324
9	77,000
10	76,000
11	75,350
12	74,800
13	73,400
14	71,500
15	71,175
16	70,920
17	70,300
18	70,146
19	64,300
20	63,120
21	62,000
AVERAGE ALL	78,340

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	120,000
2	118,945
3	94,500
4	92,750
5	92,750
6	90,720
7	89,717
8	89,305
9	85,400
10	83,200
11	78,090
12	77,595
13	77,380
14	77,000
15	74,298
16	74,000
17	73,836
18	73,700
19	73,400
20	73,250
21	72,716
22	71,064
23	70,800
24	69,430
25	68,540
26	63,750
27	62,988
28	61,380
AVERAGE ALL	80,375

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	86,234
2	74,880
3	70,000
4	69,550
5	69,500
6	67,900
7	66,720
8	66,672
9	66,600
10	66,000
11	65,938
12	65,000
13	64,690
14	64,358
15	62,710
16	61,960
17	61,450
18	57,800
19	57,572
20	47,250
21	40,560
AVERAGE ALL	64,445

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	112,550
2	94,500
3	92,500
4	89,160
5	65,004
AVERAGE ALL	90,743

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	95,706
2	86,234
3	84,240
4	81,200
5	79,920
6	78,270
7	77,270
8	76,700
9	75,600
10	75,000
11	72,240
12	70,886
13	70,111
14	68,900
15	68,364
16	67,500
17	67,300
18	67,000
19	65,000
20	64,000
21	61,434
22	61,428
23	61,000
24	60,727
25	58,400
26	58,212
27	58,000
AVERAGE ALL	70,764

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	105,930
2	105,150
3	98,500
4	98,080
5	94,044
6	93,720
7	92,040
8	88,293
9	88,000
10	87,312
11	87,000
12	85,850
13	81,500
14	80,000
15	79,580
16	78,747
17	77,396
18	76,160
19	76,080
20	75,700
21	71,400
22	69,960
AVERAGE ALL	85,929

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	79,320
2	78,780
3	74,850
4	72,900
5	70,344
6	69,504
7	68,600
8	67,000
9	64,344
10	64,000
11	63,927
12	60,000
13	58,680
14	43,700
15	43,440
AVERAGE ALL	65,293

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	101,000
2	92,400
3	89,500
4	83,520
5	81,000
6	77,767
7	75,600
8	73,800
9	72,000
10	66,864
11	61,392
12	61,198
13	60,500
14	60,473
15	59,150
16	59,064
17	58,000
18	57,000
19	51,420
AVERAGE ALL	70,613

DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/ RECREATION

RANK	SALARY
1	79,500
2	78,400
3	75,960
4	62,900
5	60,139
6	56,000
7	47,500
AVERAGE ALL	65,771

DEANS (DIRECTORS): HEALTH PROFESSIONS

RANK	SALARY
1	85,500
2	75,037
3	63,000
AVERAGE ALL	74,512

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	85,500
2	83,099
3	81,000
4	77,040
5	45,339
AVERAGE ALL	74,396

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	77,280
2	74,237
3	70,680
4	69,000
5	68,000
6	60,139
AVERAGE ALL	69,889

DEANS (DIRECTORS): LAW

RANK	SALARY
1	130,660
2	110,000
3	108,040
4	104,000
5	99,840
6	92,500
7	90,552
8	86,115
9	85,536
10	82,008
11	81,400
12	76,650
13	63,000
AVERAGE ALL	93,100

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	90,000
2	84,000
3	80,000
4	66,084
5	61,500
AVERAGE ALL	76,317

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	74,825
2	68,500
3	67,410
4	64,003
5	49,000
AVERAGE ALL	64,748

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	184,500
2	147,150
3	143,640
4	126,000
5	109,572
6	103,542
7	103,000
8	102,800
9	99,240
10	96,023
11	86,190
AVERAGE ALL	118,332

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	86,000
2	82,680
3	77,706
4	70,920
5	66,060
6	57,135
AVERAGE ALL	73,417

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	98,461
2	92,610
3	85,994
4	85,500
5	84,400
6	79,000
7	76,806
8	75,150
9	75,000
10	69,100
11	67,444
12	63,336
13	60,000
14	56,180
15	54,800
AVERAGE ALL	74,919

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	99,866
2	88,000
3	87,200
4	85,168
5	84,840
6	82,720
7	75,150
8	65,362
AVERAGE ALL	83,563

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	90,000
2	81,480
3	75,500
4	73,000
5	69,169
6	62,700
7	60,900
8	57,864
9	57,060
10	56,604
11	51,385
AVERAGE ALL	66,878

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	83,099
2	77,760
3	69,100
4	59,604
AVERAGE ALL	72,391

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	98,681
2	80,240
3	77,000
4	73,560
5	68,000
6	67,545
7	43,960
AVERAGE ALL	72,712

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	69,250
2	65,760
3	65,500
4	62,700
5	61,000
6	54,490
7	51,984
AVERAGE ALL	61,526

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	100,280
2	92,500
3	85,890
4	82,440
5	74,625
AVERAGE ALL	87,147

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-four participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
North Texas State University
Northeast Louisiana University
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Southern University
Texas Tech University
University of Arkansas
University of Houston
University of New Mexico
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	141,251
2	135,660
3	130,200
4	120,933
5	106,090
6	97,417
7	96,000
8	94,230
9	94,150
10	92,185
11	90,125
12	90,000
13	86,525
14	86,300
15	86,300
16	84,996
17	83,555
18	80,000
19	74,335
20	71,335
21	71,335
22	57,984
AVERAGE ALL	94,132

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	(103,000)
2	(92,700)
3	88,000
4	85,567
5	83,107
6	80,000
7	79,500
8	75,567
9	72,100
10	69,000
11	68,000
12	66,625
13	64,000
14	63,700
15	63,264
16	63,000
17	61,692
18	61,435
19	60,194
20	59,360
AVERAGE ALL	72,991

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(117,500)
2	(103,000)
3	(92,700)
4	78,000
5	70,488
AVERAGE ALL	92,338

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	70,900
2	64,875
3	63,500
4	63,000
5	62,323
6	61,500
7	61,000
8	60,705
9	60,192
10	58,440
11	57,000
12	56,484
13	56,130
14	54,780
15	53,148
16	49,283
17	46,452
18	45,376
19	45,168
20	45,100
21	45,000
22	39,656
23	38,808
24	28,348
AVERAGE ALL	53,632

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE
ACTION PROGRAM

RANK	SALARY
1	55,946
2	48,300
3	(44,533)
4	43,344
5	43,020
6	42,300
7	41,580
8	40,850
9	39,917
10	39,537
11	36,431
12	32,000
13	30,207
14	28,000
15	23,176
AVERAGE ALL	39,276

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	87,550
2	83,160
3	79,700
4	69,300
5	61,755
6	58,740
7	57,000
8	55,725
9	54,204
10	53,615
11	51,000
12	50,923
13	49,500
14	49,500
15	48,597
16	48,324
17	47,574
18	47,353
19	46,620
20	(44,533)
21	44,400
22	44,373
23	42,966
24	39,000
25	38,866
26	38,616
AVERAGE ALL	53,573

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DALLAS REGION—

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	93,586
2	89,600
3	85,488
4	78,835
5	68,460
6	(68,406)
7	68,200
8	67,500
9	67,303
10	66,007
11	64,575
12	63,629
13	63,264
14	63,200
15	63,000
16	63,000
17	61,820
18	61,000
19	59,580
20	57,138
21	53,560
AVERAGE ALL	67,960

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	41,300
2	40,600
3	40,000
AVERAGE ALL	40,633

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	65,100
2	53,136
3	50,541
4	46,000
5	45,620
6	44,975
7	41,705
8	37,920
9	37,036
AVERAGE ALL	46,893

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	60,300
2	56,910
3	53,136
4	51,600
5	51,116
6	48,600
7	47,220
8	43,275
9	42,230
10	41,072
11	40,473
12	39,000
13	37,600
14	37,389
15	35,000
16	33,990
17	29,849
AVERAGE ALL	44,045

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	61,200
2	60,000
3	59,400
4	50,965
5	50,530
6	49,767
7	48,000
8	48,000
9	46,752
10	46,100
11	44,000
12	41,148
13	40,338
14	36,000
15	32,558
16	32,500
AVERAGE ALL	46,704

BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	50,036
2	48,996
3	46,700
4	46,594
5	41,500
6	40,488
7	40,000
8	37,752
9	37,500
10	37,389
11	35,962
12	34,612
13	33,835
14	31,828
15	30,500
16	29,870
AVERAGE ALL	38,973

BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	51,450
2	50,400
3	49,000
4	48,605
5	47,500
6	46,341
7	45,838
8	45,000
9	44,000
10	43,044
11	42,432
12	40,332
13	40,200
14	39,775
15	39,537
16	(39,325)
17	38,760
18	36,218
19	36,050
20	35,204
21	34,657
22	32,740
AVERAGE ALL	42,109

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TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)

RANK	SALARY
1	79,200
2	75,845
3	72,900
4	69,525
5	68,604
6	68,400
7	67,806
8	67,030
9	64,963
10	61,763
11	60,480
12	60,420
13	59,562
14	59,568
15	58,200
16	(58,000)
17	55,250
18	50,000
19	49,900
20	45,100
AVERAGE ALL	62,607

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	62,818
2	55,660
3	51,996
4	50,923
5	48,000
6	46,500
7	45,518
8	44,700
9	43,500
10	43,000
11	42,697
12	(42,235)
13	42,168
14	40,884
15	38,800
16	37,992
17	35,919
18	34,008
19	32,411
AVERAGE ALL	44,197

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	46,865
2	45,943
3	42,912
4	39,800
5	39,600
6	39,000
7	33,564
8	18,267
AVERAGE ALL	38,244

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	59,010
2	55,092
3	54,590
4	50,000
5	46,350
6	45,870
7	44,982
8	43,775
9	43,240
10	42,348
11	(42,235)
12	42,012
13	42,000
14	41,000
15	37,700
16	36,980
17	35,592
18	34,567
19	31,851
20	31,200
21	31,198
22	30,000
23	29,577
AVERAGE ALL	41,355

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	60,240
2	50,000
3	48,547
4	47,600
5	47,379
6	45,218
7	44,041
8	44,004
9	44,000
10	43,943
11	41,000
12	40,000
13	39,408
14	39,208
15	39,200
16	38,000
17	37,755
18	37,000
19	36,825
20	36,000
21	35,975
22	31,200
AVERAGE ALL	42,116

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	48,100
2	47,196
3	45,501
4	45,500
5	45,392
6	43,000
7	41,000
8	41,000
9	40,056
10	40,000
11	39,456
12	39,200
13	37,200
14	34,037
15	33,272
16	32,362
17	32,098
18	31,848
19	31,184
20	30,931
21	30,900
22	29,364
23	27,983
AVERAGE ALL	37,677

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	59,000
2	49,008
3	47,412
4	46,656
5	45,526
6	44,000
7	43,000
8	41,000
9	39,000
10	38,016
11	36,750
12	33,342
13	33,240
14	32,960
15	32,608
16	29,705
17	29,279
18	29,000
19	28,828
20	28,094
21	26,280
22	22,000
AVERAGE ALL	37,032

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	79,300
2	72,767
3	68,600
4	65,330
5	64,020
6	63,654
7	63,500
8	60,609
9	59,000
10	55,000
11	53,285
12	52,500
13	51,128
14	49,500
15	44,000
16	38,734
17	32,071
18	28,008
19	24,768
AVERAGE ALL	53,988

ADMINISTRATIVE OPERATIONS
OFFICERS: EXECUTIVE
VICE PRESIDENT

RANK	SALARY
1	(117,500)
2	78,750
3	71,490
4	68,680
5	62,940
6	55,454
AVERAGE ALL	75,802

ADMINISTRATIVE OPERATIONS
OFFICERS: ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	82,000
2	75,100
3	72,100
4	71,449
5	69,300
6	68,406
7	67,018
8	64,632
9	58,200
AVERAGE ALL	69,801

ADMINISTRATIVE OPERATIONS
OFFICERS: VICE PRES FOR
PLANNING AND BUDGETING

RANK	SALARY
1	(66,007)
2	63,350
3	(62,811)
4	53,000
5	38,000
AVERAGE ALL	56,634

ADMINISTRATIVE OPERATIONS
OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	75,100
2	68,460
3	64,548
4	60,270
5	52,500
6	50,000
7	44,060
8	40,000
AVERAGE ALL	56,867

ADMINISTRATIVE OPERATIONS
OFFICERS: ASSISTANT
TO THE PRESIDENT

RANK	SALARY
1	58,895
2	56,879
3	52,800
4	52,368
5	51,500
6	51,465
7	50,722
8	50,575
9	48,534
10	44,760
11	43,359
12	43,000
13	36,720
14	31,500
AVERAGE ALL	48,077

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	50,800
2	50,280
3	49,768
4	45,574
5	45,000
6	39,000
7	35,540
8	29,101
AVERAGE ALL	43,133

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—DALLAS REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	70,629
2	60,900
3	59,500
4	58,740
5	57,000
6	53,000
7	51,888
8	51,500
9	50,625
10	50,133
11	49,827
12	48,000
13	47,465
14	45,800
15	43,575
16	42,240
17	42,230
18	40,000
19	38,700
20	38,007
21	37,176
22	34,957
23	30,384
AVERAGE ALL	47,925

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	52,190
2	(47,508)
3	47,500
4	47,000
5	45,908
6	(42,017)
7	40,200
8	40,000
9	38,636
10	38,625
11	37,648
12	37,152
13	36,737
14	36,234
15	35,678
16	35,064
17	34,616
18	34,000
19	32,805
20	32,022
21	30,400
22	27,181
AVERAGE ALL	38,596

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	54,871
2	52,560
3	47,200
4	46,823
5	45,000
6	44,562
7	43,728
8	42,830
9	42,585
10	40,560
11	40,368
12	40,188
13	37,349
14	34,961
15	34,000
16	33,964
17	30,960
18	30,576
19	29,800
20	26,250
21	22,850
AVERAGE ALL	39,142

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	(75,800)
2	(74,100)
3	69,000
4	68,406
AVERAGE ALL	71,827

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	82,328
2	(75,800)
3	(74,100)
4	68,406
5	(66,007)
6	65,760
7	59,568
8	59,483
9	55,250
AVERAGE ALL	67,411

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	61,359
2	61,000
3	60,000
4	57,000
5	54,000
6	53,000
7	50,600
8	(47,880)
9	45,355
10	43,436
11	38,500
12	38,300
13	37,000
14	33,475
15	30,979
AVERAGE ALL	47,459

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	(47,880)
2	46,313
3	44,796
4	44,360
5	(42,017)
6	41,033
7	40,385
8	37,000
9	35,500
10	32,445
11	29,303
12	29,205
13	28,200
14	25,500
15	21,613
AVERAGE ALL	36,370

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	83,200
2	77,647
3	63,276
4	60,402
AVERAGE ALL	71,131

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	94,000
2	82,824
3	79,000
4	71,929
5	61,800
AVERAGE ALL	77,911

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	65,000
2	63,300
3	57,809
AVERAGE ALL	62,036

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	81,000
2	63,140
3	59,442
4	58,697
5	58,300
6	55,036
7	54,500
8	52,961
9	47,500
10	41,800
11	39,600
12	39,400
13	37,000
14	36,225
15	35,175
16	32,500
AVERAGE ALL	49,517

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(62,811)
2	49,140
3	48,298
4	47,602
5	47,020
6	45,318
7	43,200
8	42,965
9	42,000
10	40,700
11	40,700
12	39,000
13	38,000
14	34,437
15	34,158
16	31,932
17	28,325
AVERAGE ALL	42,094

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	86,077
2	82,000
3	78,696
4	75,692
5	69,300
6	66,625
7	57,276
8	51,661
AVERAGE ALL	70,916

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	88,600
2	73,000
3	67,833
4	64,800
5	64,800
6	64,500
7	64,500
8	60,000
9	57,960
AVERAGE ALL	67,333

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	88,000
2	75,000
3	72,954
4	70,210
5	68,406
6	68,004
7	66,700
8	66,625
9	60,245
10	58,500
11	58,383
12	58,008
13	57,809
14	57,276
15	53,300
16	49,533
AVERAGE ALL	64,310

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	102,416
2	88,000
3	86,412
4	84,360
5	79,691
6	76,654
7	71,200
8	71,148
9	69,072
10	68,406
11	66,625
12	66,500
13	65,508
14	60,000
15	59,960
16	58,383
17	58,008
18	58,000
19	57,276
20	52,000
21	51,500

AVERAGE ALL 69,101

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	71,185
2	66,250
3	65,518
4	64,100
5	61,000
6	53,868
7	52,157
8	51,408
9	46,350
10	36,211

AVERAGE ALL 56,805

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	87,720
2	80,249
3	77,733
4	70,000
5	69,298
6	68,406
7	67,725
8	66,000
9	65,600
10	62,700
11	62,000
12	59,426
13	58,491
14	58,383
15	58,008
16	57,809
17	57,608
18	56,000
19	53,772
20	53,000
21	51,500
22	50,485

AVERAGE ALL 63,269

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	119,800
2	113,310
3	100,000
4	97,000
5	92,936
6	85,000
7	81,000
8	77,175
9	75,996
10	75,026
11	70,776
12	67,378
13	63,600
14	61,000
15	59,866
16	57,276

AVERAGE ALL 81,071

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	85,124
2	81,600
3	(77,715)
4	62,000
5	61,575
6	59,000
7	56,311
8	52,100

AVERAGE ALL 66,926

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	87,900
2	79,669
3	74,346
4	73,500
5	71,262
6	71,066
7	67,174
8	65,700
9	63,960
10	59,969
11	57,276
12	56,707
13	54,197
14	51,000
15	48,600
16	46,631
17	31,489

AVERAGE ALL 62,380

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/ RECREATION

RANK	SALARY
1	58,894
2	58,700
3	55,616

AVERAGE ALL 57,737

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	69,880
2	65,700
3	60,900
4	55,363
5	51,550
6	51,550
7	35,200
AVERAGE ALL	55,735

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	(77,715)
2	63,333
3	50,633
AVERAGE ALL	63,894

DEANS (DIRECTORS): LAW

RANK	SALARY
1	120,867
2	102,256
3	92,250
4	75,000
5	75,000
6	75,000
7	73,725
AVERAGE ALL	87,728

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	102,200
2	86,460
3	72,000
4	57,000
5	57,000
6	56,636
AVERAGE ALL	71,883

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	72,913
2	60,700
3	55,618
AVERAGE ALL	63,077

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	120,444
2	99,500
3	91,035
AVERAGE ALL	103,660

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	76,350
2	58,000
3	57,925
AVERAGE ALL	64,092

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	87,249
2	83,700
3	65,200
4	63,020
5	61,000
6	52,305
7	50,000
AVERAGE ALL	66,068

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	99,600
2	77,936
3	77,000
4	57,084
5	55,000
6	55,000
AVERAGE ALL	70,270

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	97,500
2	91,668
3	74,000
4	72,000
5	69,306
6	67,500
7	57,809
8	55,627
9	54,000
10	52,185
11	49,000
AVERAGE ALL	67,327

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	82,700
2	71,456
3	64,500
4	62,332
AVERAGE ALL	70,247

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	87,780
2	61,000
3	60,000
4	55,351
5	55,000
6	33,998
AVERAGE ALL	58,855

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	87,000
2	82,872
3	73,200
AVERAGE ALL	81,024

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fourteen participating universities from this region are as follows:

Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	105,000
2	99,367
3	98,000
4	95,000
5	89,804
6	83,000
7	79,212
8	78,156
9	78,150
10	73,250
11	73,000
12	71,400
13	67,737
14	64,896
AVERAGE ALL	82,584

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	94,236
2	89,100
3	85,000
4	83,330
5	72,600
6	71,600
7	70,000
8	66,500
9	63,900
10	63,354
11	62,000
12	54,499
13	52,000
AVERAGE ALL	71,548

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	71,000
2	69,300
3	60,000
4	59,800
5	57,835
6	54,500
7	51,369
8	50,000
9	48,880
10	45,478
11	45,000
12	41,630
13	38,129
AVERAGE ALL	53,317

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	48,873
2	47,800
3	35,525
4	35,400
5	35,400
6	33,000
7	32,000
8	31,984
9	31,500
10	29,190
11	24,000
12	23,376
AVERAGE ALL	34,004

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	69,000
2	66,700
3	64,200
4	58,891
5	53,400
6	50,666
7	49,400
8	48,864
9	48,500
10	44,750
11	44,616
12	44,267
13	42,660
14	37,487
AVERAGE ALL	51,672

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	71,928
2	71,000
3	70,400
4	68,000
5	66,000
6	65,500
7	62,500
8	53,288
9	50,000
AVERAGE ALL	64,291

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	56,780
2	56,350
3	51,595
4	50,600
5	49,700
6	48,312
7	48,272
8	41,300
9	39,000
10	37,270
11	35,300
AVERAGE ALL	46,771

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	51,000
2	42,500
3	34,900
4	26,125
5	25,000
AVERAGE ALL	35,905

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—DENVER REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	42,500
2	39,500
3	34,968
4	30,390
5	28,501
6	27,505
7	26,832
8	20,150

AVERAGE ALL 31,293

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	58,500
2	55,500
3	55,008
4	52,400
5	51,500
6	51,060
7	49,900
8	44,527
9	41,600
10	37,950
11	18,554

AVERAGE ALL 46,954

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	51,870
2	51,000
3	49,900
4	49,200
5	44,935
6	44,064
7	43,200
8	41,475
9	37,950
10	36,260
11	35,100
12	33,347
13	29,000
14	27,089

AVERAGE ALL 41,031

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)

RANK	SALARY
1	74,200
2	73,000
3	60,600
4	60,000
5	60,000
6	58,500
7	58,224
8	54,000

AVERAGE ALL 62,316

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	55,000
2	53,000
3	47,648
4	41,316
5	41,000
6	37,960
7	36,375
8	35,000

AVERAGE ALL 43,412

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	43,684
2	34,052
3	33,000
4	31,983
5	22,220

AVERAGE ALL 32,988

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	49,300
2	46,176
3	45,645
4	(41,850)
5	40,800
6	38,856
7	38,000
8	(37,100)
9	37,026
10	35,240
11	32,380
12	28,952
13	27,782

AVERAGE ALL 38,393

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	45,736
2	45,656
3	45,550
4	44,348
5	42,800
6	41,693
7	41,300
8	39,135
9	38,787
10	35,376
11	32,000
12	30,800
13	29,372
14	25,740

AVERAGE ALL 38,449

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	49,000
2	47,075
3	42,540
4	(41,850)
5	39,072
6	38,880
7	38,316
8	38,000
9	(37,100)
10	36,470
11	32,389
12	32,000
13	27,808
14	20,800

AVERAGE ALL 37,236

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	63,787
2	50,000
3	45,860
4	43,870
5	42,517
6	41,500
7	36,816
8	34,000
9	33,538
10	33,500
11	31,500
12	31,192
13	18,415
AVERAGE ALL	38,961

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	82,536
2	82,116
3	77,651
4	69,440
5	67,300
6	61,578
7	57,100
8	54,810
9	42,570
10	34,273
11	30,894
AVERAGE ALL	60,024

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	78,650
2	69,700
3	65,000
4	63,500
5	60,600
6	52,000
7	46,000
AVERAGE ALL	62,207

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	70,008
2	66,666
3	49,600
4	46,797
5	41,380
6	33,360
AVERAGE ALL	51,302

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	59,360
2	47,829
3	45,300
4	41,236
5	37,000
6	33,200
7	32,477
8	21,320
AVERAGE ALL	39,715

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	56,000
2	(55,091)
3	50,508
4	48,200
5	47,904
6	43,300
7	40,160
8	32,600
AVERAGE ALL	46,720

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	64,870
2	58,300
3	56,000

RANK	SALARY
4	(55,091)
5	48,504
6	47,400
7	46,800
8	46,468
9	45,500
10	43,935
11	41,000
12	38,270
13	32,656
AVERAGE ALL	48,061

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	49,620
2	49,300
3	44,820
4	39,996
5	32,608
6	27,584
7	26,300
8	24,426
AVERAGE ALL	36,832

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	72,800
2	50,668
3	50,300
4	46,800
5	45,500
6	40,788
7	34,500
8	(30,029)
9	28,010
10	24,336
AVERAGE ALL	42,373

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—DENVER REGION—

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	80,025
2	64,400
3	53,736
AVERAGE ALL	66,054

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF UNIVERSITY
RELATIONS

RANK	SALARY
1	48,000
2	41,430
3	41,236
AVERAGE ALL	43,562

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	70,000
2	60,000
3	51,000
AVERAGE ALL	60,333

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	64,300
2	61,716
3	60,000
4	57,000
5	45,250
6	35,169
7	29,797
8	27,000
AVERAGE ALL	47,529

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	53,522
2	50,723
3	45,100
4	39,300
5	34,524
6	33,268
7	32,610
8	32,000
9	29,596
AVERAGE ALL	38,960

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	71,200
2	70,900
3	60,300
4	58,716
5	51,376
AVERAGE ALL	62,498

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	64,700
2	72,130
3	66,600
4	63,000
5	49,620
AVERAGE ALL	67,210

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	57,750
2	53,398
3	51,272
4	50,000
5	48,500
6	34,500
7	34,300
AVERAGE ALL	47,103

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	71,000
2	51,272
3	50,300
4	48,100
5	38,750
6	32,815
7	30,000
8	22,128
AVERAGE ALL	43,046

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	71,100
2	70,700
3	67,416
4	66,600
5	61,160
6	51,376
AVERAGE ALL	64,725

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	69,000
2	68,000
3	54,853
4	53,100
AVERAGE ALL	61,238

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	90,000
2	68,700
3	64,280
4	60,000
5	59,509
6	58,200
7	55,091
8	54,102
9	54,000
10	53,055
11	47,800

AVERAGE ALL 60,491

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	85,000
2	77,494
3	72,000
4	69,936
5	67,100
6	65,000
7	59,500
8	58,870
9	57,488
10	57,000
11	54,000

AVERAGE ALL 65,763

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	68,500
2	53,124
3	53,000
4	48,422
5	48,118
6	46,437
7	45,533
8	44,343
9	43,687
10	41,000
11	40,786
12	38,454

AVERAGE ALL 47,617

DEANS (DIRECTORS):
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	100,533
2	70,600
3	59,000

AVERAGE ALL 76,711

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	75,000
2	74,618
3	70,930
4	70,560
5	62,000
6	59,000
7	57,500
8	55,540
9	54,500
10	53,760
11	46,594

AVERAGE ALL 61,818

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	95,000
2	94,000
3	81,333
4	71,004
5	67,470
6	67,200
7	65,600
8	62,469
9	61,440
10	61,010
11	54,499

AVERAGE ALL 71,002

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	64,743
2	54,000
3	48,400

AVERAGE ALL 55,714

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	76,000
2	71,799
3	70,950
4	69,700
5	67,300
6	62,000
7	60,000
8	59,004
9	55,410
10	55,265
11	52,000
12	51,272
13	51,000

AVERAGE ALL 61,669

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/
RECREATION

RANK	SALARY
1	56,550
2	55,600
3	53,500

AVERAGE ALL 55,217

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	59,000
2	57,500
3	50,000

AVERAGE ALL 55,500

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TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	111,733
2	92,000
3	73,436
4	71,004
5	62,911
6	62,830
AVERAGE ALL	78,986

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	75,490
2	61,000
3	58,170
4	56,000
AVERAGE ALL	62,665

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	88,364
2	88,000
3	64,500
4	48,179
AVERAGE ALL	72,261

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	83,400
2	74,800
3	71,000
AVERAGE ALL	76,400

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The eleven participating universities from this region are as follows:

Central Missouri State University
Iowa State University of Science and Technology
Kansas State University
University of Kansas at Lawrence
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	112,500
2	92,500
3	92,000
4	90,200
5	86,500
6	85,000
7	82,000
8	80,200
9	74,200
AVERAGE ALL	88,344

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	97,000
2	80,750
3	79,500
4	77,000
5	75,000
6	74,880
7	72,675
8	70,000
9	(63,420)
AVERAGE ALL	76,692

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	84,156
2	80,000
3	(63,420)
AVERAGE ALL	75,859

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	69,500
2	68,265
3	64,600
4	61,944
5	61,819
6	55,650
7	55,600
8	54,000
9	54,000
10	50,220
11	47,335
AVERAGE ALL	58,448

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	60,000
2	45,700
3	44,500
4	42,000
5	41,800
6	37,008
7	36,114
8	33,300
9	32,106
AVERAGE ALL	41,392

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	68,000
2	65,976
3	64,100
4	63,700
5	56,375
6	52,800
7	50,250
8	45,614
9	44,700
10	41,443
11	39,603
AVERAGE ALL	53,869

BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	48,100
2	39,084
3	38,500
4	32,334
AVERAGE ALL	39,506

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	85,000
2	79,500
3	78,948
4	76,300
5	72,000
6	72,000
7	(71,400)
8	63,960
9	63,000
10	61,000
11	60,200
AVERAGE ALL	71,210

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	56,430
2	56,000
3	51,300
4	50,500
5	50,382
6	(48,685)
7	41,280
8	40,250
AVERAGE ALL	49,353

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	58,800
2	48,938
3	41,750
4	34,984
AVERAGE ALL	46,118

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	53,000
2	51,000
3	45,000
4	44,150
5	41,000
6	37,275
7	35,400
8	33,000
AVERAGE ALL	42,478

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	54,200
2	50,500
3	45,850
4	45,600
5	45,275
6	42,743
7	40,714
8	40,140
9	37,500
10	35,800
AVERAGE ALL	43,832

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT
AFFAIRS(SERVICES)

RANK	SALARY
1	75,500
2	74,500
3	71,760
4	68,000
5	66,750
6	65,000
7	64,000
8	63,500
9	58,500
10	57,372
AVERAGE ALL	66,488

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	52,000
2	51,600
3	50,500
4	50,000
AVERAGE ALL	51,025

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	73,772
2	45,100
3	38,200
4	24,972
AVERAGE ALL	45,511

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(54,985)
2	47,980
3	46,320
4	45,304
5	43,080
6	40,500
7	40,001
8	39,550
9	35,950
AVERAGE ALL	43,741

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	57,200
2	(54,985)
3	48,920
4	44,979
5	44,450
6	40,700
7	39,840
8	37,000
9	33,750
10	33,100
AVERAGE ALL	43,492

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	48,000
2	41,634
3	41,300
4	41,138
5	40,641
6	38,000
7	36,948
8	36,250
9	34,400
10	34,200
11	33,250
AVERAGE ALL	38,706

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	65,300
2	47,300
3	47,300
4	47,104
5	46,250
6	45,560
7	43,968
8	42,280
9	32,600
AVERAGE ALL	46,407

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	83,790
2	76,536
3	76,100
4	75,695
5	60,600
6	51,000
7	34,250
8	30,765
AVERAGE ALL	61,092

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	59,000
2	57,048
3	(44,200)
4	40,722
5	31,150
AVERAGE ALL	46,424

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	53,050
2	50,450
3	46,390
4	46,320
5	42,132
AVERAGE ALL	47,668

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	65,800
2	57,750
3	54,344
4	52,800
5	51,000
6	48,600
7	46,904
8	44,500
AVERAGE ALL	52,712

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	45,396
2	45,000
3	35,555
4	34,500
5	32,340
6	30,556
AVERAGE ALL	37,225

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	59,500
2	48,425
3	44,500
4	44,387
5	44,000
6	39,800
AVERAGE ALL	46,769

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	59,600
2	55,640
3	48,900
4	47,700
5	(44,200)
6	39,950
AVERAGE ALL	49,332

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(79,700)
2	72,000
3	62,400
4	62,000
5	(58,000)
6	(58,000)
AVERAGE ALL	65,350

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	54,500
2	46,100
3	39,001
4	37,200
AVERAGE ALL	44,200

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	49,500
2	48,500
3	47,500
4	40,000
5	30,501
6	29,700
7	26,175
AVERAGE ALL	38,839

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN

RANK	SALARY
1	86,700
2	77,450
3	70,223
4	50,972
AVERAGE ALL	71,336

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—KANSAS CITY REGION—

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	63,860
2	55,030
3	51,516
4	46,580
5	38,742
6	35,858
AVERAGE ALL	48,598

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	67,260
2	60,000
3	54,489
4	(50,972)
5	50,100
6	42,000
7	41,220
AVERAGE ALL	52,292

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	84,060
2	63,100
3	78,584
4	70,600
5	(58,000)
AVERAGE ALL	74,869

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	72,000
2	71,940
3	64,000
4	62,900
AVERAGE ALL	67,710

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	84,400
2	83,100
3	79,211
4	75,600
5	74,880
6	72,084
7	66,850
8	66,500
9	65,000
10	58,000
AVERAGE ALL	72,563

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	80,200
2	74,880
3	74,000
4	73,100
5	71,868
6	66,500
7	65,147
8	63,300
9	59,500
10	51,000
AVERAGE ALL	67,950

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	73,200
2	68,500
3	59,482
4	58,800
5	57,924
6	54,500
7	51,481
8	51,000
9	50,200
10	47,954
AVERAGE ALL	57,304

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	78,000
2	71,868
3	70,200
4	69,000
5	68,000
6	68,000
7	64,000
8	57,200
9	51,481
AVERAGE ALL	66,417

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	86,700
2	79,900
3	76,000
4	75,920
5	73,092
6	70,000
AVERAGE ALL	76,935

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	64,000
2	62,500
3	(62,000)
4	57,450
AVERAGE ALL	61,488

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	71,310
2	70,728
3	65,755
4	64,000
5	55,650
6	53,050
AVERAGE ALL	63,416

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	75,000
2	72,500
3	71,148
4	63,128
AVERAGE ALL	70,444

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	93,500
2	87,260
3	86,620
4	80,700
AVERAGE ALL	87,020

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	78,900
2	77,352
3	76,700
AVERAGE ALL	77,651

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The fifteen participating universities from these combined regions are as follows:

Brooklyn College
City University of New York
Graduate School and University Center
CUNY - Bernard Baruch
CUNY - Herbert H. Lehman College
New Jersey Institute of Technology
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York - Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of Massachusetts
University of New Hampshire
University of Rhode Island
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	105,000
2	104,000
3	97,010
4	92,000
5	85,680
6	85,680
7	85,680
8	85,680
9	85,680
10	85,680
11	85,680
12	83,158
13	83,000
14	82,300
15	80,000
AVERAGE ALL	88,415

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	92,973
2	84,250
3	83,542
4	83,000
5	(80,234)
6	79,500
7	75,100
8	75,000
9	72,319
10	63,069
AVERAGE ALL	78,899

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	92,906
2	81,871
3	81,871
4	(80,234)
5	79,039
6	73,400
AVERAGE ALL	81,554

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	81,000
2	75,440
3	73,760
4	71,400
5	65,462
6	65,204
7	65,204
8	59,360
9	58,270
10	58,167
11	57,043
12	56,054
13	56,000
14	53,010
15	50,443
AVERAGE ALL	63,054

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	70,669
2	60,900
3	60,574
4	60,034
5	52,275
6	48,403
7	41,322
8	36,000
9	30,975
10	29,320
AVERAGE ALL	49,047

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	78,141
2	73,715
3	70,669
4	70,500
5	66,469
6	64,300
7	60,740
8	58,167
9	55,756
10	53,940
11	51,826
12	46,328
AVERAGE ALL	62,546

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	95,340
2	82,835
3	81,871
4	80,234
5	79,389
6	79,389
7	79,372
8	75,000
9	71,800
10	71,400
11	68,000
12	65,000
AVERAGE ALL	77,469

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	80,800
2	75,440
3	71,238
4	70,000
5	56,640
6	54,378
7	53,875
8	51,140
9	48,500
10	48,403
AVERAGE ALL	61,041

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	72,961
2	65,204
3	58,167
4	57,697
5	53,940
6	50,974
7	42,510
8	38,000
AVERAGE ALL	54,932

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	49,571
2	47,086
3	45,558
4	43,874
5	42,981
6	33,840
AVERAGE ALL	43,818

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	59,778
2	58,167
3	57,500
4	56,056
5	51,826
6	48,739
7	48,403
8	48,380
9	47,248
10	46,710
11	45,929
12	42,500
13	33,855
AVERAGE ALL	49,622

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	71,925
2	58,201
3	58,167
4	58,167
5	55,680
6	55,125
7	53,269
8	53,200
9	52,270
10	51,174
11	46,653
12	44,116
13	37,368
AVERAGE ALL	53,486

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)

RANK	SALARY
1	82,159
2	81,871
3	77,119
4	76,405
5	74,000
6	68,845
7	65,204
8	63,608
9	(61,575)
10	44,367
AVERAGE ALL	69,515

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	71,000
2	66,766
3	66,680
4	60,404
5	58,892
6	58,800
7	58,000
8	55,299
9	50,303
10	42,650
AVERAGE ALL	58,879

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	66,965
2	47,170
3	35,296
AVERAGE ALL	49,810

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	56,054
2	55,800
3	54,982
4	54,668
5	54,060
6	53,750
7	52,760
8	51,826
9	50,600
10	49,903
11	(48,403)
12	47,000
13	46,858
14	43,666
15	37,125
AVERAGE ALL	50,497

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	66,766
2	58,167
3	58,167
4	53,940
5	49,343
6	49,087
7	49,035
8	47,912
9	46,171
10	46,061
11	45,800
12	40,577
13	38,286
14	34,695
AVERAGE ALL	48,858

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	51,826
2	(48,403)
3	47,063
4	46,646
5	46,000
6	45,958
7	44,603
8	43,350
9	39,664
10	38,812
11	38,654
12	35,430
13	35,000
AVERAGE ALL	43,187

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	61,000
2	58,534
3	48,725
4	48,220
5	46,953
6	43,524
7	42,687
8	41,723
9	40,580
10	40,505
11	29,148
12	29,000
AVERAGE ALL	44,217

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	85,929
2	80,000
3	72,895
4	65,620
5	59,250
6	57,877
7	45,116
8	35,682
9	34,294
AVERAGE ALL	59,629

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	96,511
2	76,413
3	75,075
4	72,910
AVERAGE ALL	80,127

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	79,389
2	78,676
3	78,330
4	56,800
AVERAGE ALL	73,299

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	62,800
2	62,024
3	47,000
4	39,003
5	37,125
AVERAGE ALL	49,591

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	73,500
2	70,000
3	65,193
4	62,000
5	61,696
6	59,093
7	58,167
8	58,167
9	54,176
10	47,740
11	46,073
12	44,500
13	43,842
14	22,289
AVERAGE ALL	54,745

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	71,925
2	(67,256)
3	66,692
4	57,542
5	53,940
6	50,000
7	46,800
8	44,041
9	35,070
AVERAGE ALL	54,807

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	(67,256)
2	62,711
3	59,980
4	58,500
5	58,167
6	56,954
7	50,406
8	49,900
9	49,500
10	46,710
11	42,800
12	40,857
13	38,641
AVERAGE ALL	52,491

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	61,684
2	58,067
3	56,547
4	52,523
5	50,000
6	49,350
7	44,804
8	38,960
9	38,261
10	37,974
11	31,659

AVERAGE ALL 47,257

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	63,204
2	62,711
3	56,409
4	48,368
5	48,300
6	44,290
7	42,059
8	38,319
9	37,933

AVERAGE ALL 49,333

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	(79,663)
2	67,567
3	59,600

AVERAGE ALL 68,943

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	60,012
2	(79,663)
3	79,500
4	70,500

AVERAGE ALL 77,419

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	85,000
2	58,167
3	54,654
4	52,974
5	52,500
6	50,085
7	49,300
8	48,403
9	46,710
10	46,300

AVERAGE ALL 54,409

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	50,550
2	48,403
3	48,403
4	43,759
5	40,258
6	39,236
7	38,150
8	35,310
9	31,496
10	25,358
11	22,500

AVERAGE ALL 38,493

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	61,250
2	57,150
3	55,538

AVERAGE ALL 57,979

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	77,228
2	71,954
3	71,000
4	70,669
5	70,374
6	52,704

AVERAGE ALL 68,988

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	55,740
2	55,379
3	50,085
4	46,710
5	45,250
6	41,475
7	39,791
8	39,572

AVERAGE ALL 46,750

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	63,921
2	56,054
3	54,645
4	52,653
5	47,650
6	46,725
7	46,040
8	44,949
9	44,298
10	40,747
11	36,851
12	33,437

AVERAGE ALL 47,331

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	81,004
2	79,900
3	71,711
4	71,000
5	60,000
6	(54,931)
AVERAGE ALL	69,758

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	67,484
2	62,539
3	62,500
4	60,500
5	56,456
6	55,220
7	53,510
8	49,878
9	48,100
AVERAGE ALL	57,354

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	95,859
2	87,834
3	87,587
4	85,000
5	79,387
6	77,418
7	76,105
8	74,600
9	68,000
10	63,000
11	57,500
AVERAGE ALL	77,481

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	84,106
2	80,500
3	78,921
4	78,629
5	72,450
6	70,669
7	64,480
8	64,000
9	63,441
AVERAGE ALL	73,022

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	110,000
2	87,727
3	83,542
AVERAGE ALL	93,756

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	78,225
2	75,186
3	70,699
4	70,374
5	67,319
6	66,500
7	62,181
8	61,624
9	38,920
AVERAGE ALL	65,670

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	92,116
2	83,715
3	76,500
4	74,885
5	70,000
6	69,225
7	68,000
8	63,900
9	56,589
AVERAGE ALL	72,770

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	78,629
2	78,287
3	77,116
4	72,528
5	70,699
6	70,000
7	64,097
8	53,162
9	44,200
AVERAGE ALL	67,635

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/
RECREATION

RANK	SALARY
1	81,134
2	68,000
3	64,268
4	59,210
5	47,321
AVERAGE ALL	63,987

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	74,134
2	69,000
3	65,000
AVERAGE ALL	69,380

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	120,000
2	109,920
3	83,000
4	62,160
AVERAGE ALL	93,770

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	78,942
2	72,942
3	66,874
4	63,000
5	62,971
6	59,268
AVERAGE ALL	67,333

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	80,993
2	76,309
3	68,529
AVERAGE ALL	75,276

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL
SCIENCES

RANK	SALARY
1	83,257
2	78,940
3	58,000
AVERAGE ALL	73,399

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	76,661
2	74,970
3	73,184
AVERAGE ALL	74,938

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	66,210
2	55,037
3	53,943
AVERAGE ALL	58,397

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The twelve participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
Old Dominion University
University of Delaware
University of Maryland-Baltimore
University of Maryland Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	128,000
2	121,000
3	121,000
4	115,000
5	109,100
6	101,200
7	101,000
8	96,250
9	95,000
10	85,458
11	78,108
12	65,000

AVERAGE ALL 101,343

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	147,300
2	(105,000)
3	97,000
4	85,527
5	82,974
6	80,500
7	68,438
8	61,750

AVERAGE ALL 91,061

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(105,000)
2	98,000
3	95,000
4	86,000
5	79,116

AVERAGE ALL 92,623

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	76,500
2	71,730
3	67,500
4	62,000
5	61,500
6	61,200
7	60,000
8	60,000
9	52,003
10	46,908
11	40,783
12	39,217

AVERAGE ALL 58,278

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	50,200
2	43,200
3	(41,448)
4	41,300
5	39,068
6	38,665
7	37,504
8	34,000
9	31,000
10	30,183

AVERAGE ALL 38,657

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	79,900
2	77,147
3	72,238
4	63,000
5	61,500
6	60,800
7	60,250
8	57,500
9	54,500
10	47,124
11	44,382
12	40,000

AVERAGE ALL 59,862

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	100,000
2	89,000
3	83,000
4	(74,600)
5	72,500
6	66,600
7	60,881
8	54,362

AVERAGE ALL 75,093

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	62,000
2	60,092
3	57,700
4	55,704
5	53,754
6	52,000
7	51,100
8	50,250
9	48,900
10	42,699
11	39,429
12	35,990

AVERAGE ALL 50,768

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	78,100
2	66,000
3	37,363
4	31,452
5	31,263

AVERAGE ALL 48,836

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TABLE II (Continued)
—PHILADELPHIA REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	61,800
2	57,500
3	51,000
4	46,683
5	42,699
6	39,068
7	38,605
8	37,680
9	36,886
10	22,083
AVERAGE ALL	43,430

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	62,815
2	60,000
3	52,500
4	48,300
5	47,340
6	47,320
7	45,600
8	44,904
9	40,843
10	34,295
11	31,452
AVERAGE ALL	46,852

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	72,500
2	64,450
3	62,100
4	61,200
5	59,984
6	59,500
7	47,000
8	(41,448)
9	41,300
10	38,665
11	31,452
12	31,263
AVERAGE ALL	50,905

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)

RANK	SALARY
1	76,000
2	75,300
3	73,900
4	68,200
5	68,000
6	65,500
7	62,800
8	(62,700)
9	56,194
10	54,750
11	52,750
AVERAGE ALL	65,099

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	(62,700)
2	58,800
3	54,500
4	53,200
5	52,050
6	48,000
7	45,600
AVERAGE ALL	53,550

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	59,500
2	45,900
3	30,653
4	25,000
AVERAGE ALL	40,263

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(58,368)
2	52,900
3	52,000
4	51,500
5	48,250
6	48,100
7	46,299
8	46,152
9	44,100
10	33,964
11	32,956
AVERAGE ALL	46,963

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(58,368)
2	55,600
3	52,200
4	50,992
5	49,100
6	48,368
7	46,520
8	46,152
9	44,200
10	41,143
11	39,800
12	36,310
AVERAGE ALL	47,396

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	53,000
2	51,600
3	51,400
4	50,394
5	49,600
6	42,041
7	39,519
8	38,580
9	38,500
10	38,194
11	36,925
12	30,400
AVERAGE ALL	43,346

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TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	56,437
2	52,000
3	44,604
4	44,600
5	41,411
6	37,350
7	36,781
8	35,200
9	34,800
10	34,183
11	29,898
12	27,980
AVERAGE ALL	39,570

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	87,500
2	82,594
3	82,500
4	69,274
5	68,150
6	55,029
7	53,281
8	42,800
9	42,500
10	39,000
AVERAGE ALL	62,259

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	91,400
2	89,000
3	88,000
4	86,425
5	80,000
6	(67,188)
7	57,659
AVERAGE ALL	79,953

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRES FOR PLANNING AND BUDGETING

RANK	SALARY
1	72,500
2	69,000
3	(67,188)
4	57,500
5	42,642
AVERAGE ALL	61,766

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	82,000
2	65,000
3	63,100
4	60,430
5	58,500
6	50,850
7	(50,004)
AVERAGE ALL	61,412

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	71,800
2	66,000
3	63,250
4	59,000
5	54,250
6	52,250
7	51,000
8	(50,004)
9	49,000
10	45,582
11	42,602
AVERAGE ALL	54,976

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	64,600
2	63,000
3	58,590
4	56,250
5	51,025
6	50,000
7	43,800
8	38,160
9	37,536
10	35,740
AVERAGE ALL	49,870

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	61,800
2	59,312
3	59,000
4	50,310
5	49,300
6	44,520
7	42,699
8	42,000
9	39,068
AVERAGE ALL	49,779

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	68,800
2	58,000
3	55,450
4	53,575
5	43,500
6	37,000
7	36,000
8	34,308
9	33,535
10	31,263
11	30,384
12	28,602
AVERAGE ALL	42,535

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TABLE II (Continued)
—PHILADELPHIA REGION—

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(79,350)
2	74,500
3	72,930
AVERAGE ALL	75,593

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	56,100
2	44,737
3	39,068
4	38,859
5	38,447
6	32,682
7	29,898
AVERAGE ALL	39,970

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	54,600
2	51,104
3	50,992
4	30,000
AVERAGE ALL	46,724

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	92,000
2	83,500
3	(79,350)
4	65,000
5	54,356
AVERAGE ALL	74,841

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	66,500
2	58,700
3	54,500
4	47,250
AVERAGE ALL	56,738

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	46,800
2	44,000
3	42,200
4	39,081
5	36,216
6	35,740
7	24,912
AVERAGE ALL	38,421

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	75,300
2	67,850
3	63,747
4	58,300
5	56,447
6	44,382
7	43,600
8	42,699
9	38,196
AVERAGE ALL	54,502

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	72,500
2	51,600
3	49,585
4	44,500
5	44,148
6	42,642
7	40,250
8	39,532
9	37,275
AVERAGE ALL	46,892

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	93,264
2	88,000
3	(70,608)
4	68,500
AVERAGE ALL	80,093

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	89,000
2	80,500
3	74,800
AVERAGE ALL	81,433

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	98,700
2	80,900
3	79,200
4	72,900
5	72,000
6	71,940
7	67,296
8	61,446
AVERAGE ALL	75,548

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TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	92,400
2	89,000
3	79,600
4	78,624
5	78,000
6	77,100
7	71,500
8	61,825
9	57,251
10	52,976
AVERAGE ALL	73,828

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	65,832
2	64,900
3	58,000
4	50,926
5	46,973
6	45,300
AVERAGE ALL	55,322

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	93,100
2	82,500
3	73,900
4	73,500
5	70,000
6	68,600
7	60,918
8	59,971
9	54,600
10	52,800
AVERAGE ALL	68,989

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	101,000
2	101,000
3	90,300
4	84,900
5	78,624
6	77,791
7	77,000
AVERAGE ALL	87,231

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	95,000
2	92,400
3	88,200
4	74,200
5	69,400
6	55,000
7	50,000
AVERAGE ALL	74,886

DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/ RECREATION

RANK	SALARY
1	73,900
2	56,292
3	46,019
AVERAGE ALL	58,737

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	81,000
2	70,400
3	59,500
4	46,019
AVERAGE ALL	64,230

DEANS (DIRECTORS): LAW

RANK	SALARY
1	118,200
2	93,500
3	81,636
AVERAGE ALL	97,779

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	150,500
2	147,300
3	137,434
AVERAGE ALL	145,078

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	88,150
2	80,300
3	75,662
4	66,460
5	57,732
AVERAGE ALL	73,661

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TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	87,000
2	81,395
3	63,228
AVERAGE ALL	77,208

DEANS (DIRECTORS):
PUBLIC AFFAIRS

RANK	SALARY
1	77,000
2	73,400
3	54,860
AVERAGE ALL	68,420

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	84,930
2	66,800
3	54,900
AVERAGE ALL	68,877

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The twelve participating universities from this region are as follows:

Arizona State University
Northern Arizona University
San Diego State University
University of Arizona
University of California
University of California, Davis
University of California, Riverside
University of California, Santa Barbara
University of California, Santa Cruz
University of Hawaii at Manoa
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	120,000
2	112,000
3	112,000
4	106,900
5	106,900
6	105,000
7	99,506
8	99,500
9	98,500
10	97,200
11	92,300

AVERAGE ALL 104,528

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	(106,100)
2	(99,200)
3	98,600
4	98,500
5	(97,000)
6	90,500
7	87,500
8	77,232
9	76,000
10	75,400
11	74,665

AVERAGE ALL 89,154

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	97,500
2	94,000
3	75,000

AVERAGE ALL 88,833

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	84,800
2	82,100
3	77,900
4	75,900
5	73,000
6	72,600
7	69,900
8	64,500
9	62,700
10	62,652
11	52,103
12	50,962

AVERAGE ALL 69,093

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	64,000
2	60,000
3	58,100
4	57,400
5	45,000
6	40,250
7	40,000
8	39,552
9	38,880
10	38,006
11	32,604

AVERAGE ALL 46,708

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	80,900
2	77,200
3	68,900
4	65,500
5	64,000
6	63,627
7	60,230
8	60,000
9	59,640
10	55,834
11	54,240
12	41,532
13	35,991

AVERAGE ALL 60,584

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	93,700
2	(87,400)
3	86,500
4	84,000
5	77,500
6	77,500
7	75,400
8	72,025
9	69,852

AVERAGE ALL 80,431

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	75,600
2	68,400
3	63,604
4	63,100
5	58,500
6	57,401
7	55,000
8	54,500
9	46,545

AVERAGE ALL 60,294

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TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	66,800
2	63,500
3	63,400
4	57,500
5	57,500
6	42,336
AVERAGE ALL	58,506

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	84,400
2	74,000
3	72,100
4	67,700
5	64,000
6	64,000
7	62,100
8	57,069
9	51,503
10	47,500
11	45,699
AVERAGE ALL	62,734

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	52,000
2	50,400
3	43,440
4	41,070
5	39,552
6	38,372
7	33,636
8	26,670
AVERAGE ALL	40,643

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	66,500
2	64,500
3	58,500
4	57,300
5	54,100
6	49,000
7	46,392
AVERAGE ALL	56,613

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)

RANK	SALARY
1	96,200
2	91,800
3	89,400
4	80,000
5	78,500
6	77,500
7	75,000
8	74,820
9	73,300
10	69,000
AVERAGE ALL	80,552

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(67,800)
2	(64,149)
3	60,720
4	60,200
5	58,320
6	58,116
7	55,700
8	51,062
9	51,000
10	50,400
11	45,000
12	37,588
AVERAGE ALL	55,005

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	71,800
2	71,300
3	68,300
4	66,500
5	63,600
6	62,500
7	58,000
8	54,480
9	49,000
10	43,944
11	36,021
12	29,722
AVERAGE ALL	56,264

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	60,087
2	59,400
3	53,613
4	53,600
5	53,400
6	53,000
7	52,841
8	50,368
9	40,024
AVERAGE ALL	52,928

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(67,800)
2	(64,149)
3	63,800
4	61,600
5	59,554
6	59,500
7	52,142
8	51,315
9	45,600
10	43,190
11	39,030
12	32,616
AVERAGE ALL	53,358

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TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	61,700
2	58,700
3	57,000
4	55,600
5	53,400
6	53,000
7	52,526
8	46,502
9	45,936
10	40,584
11	34,938
12	32,250
AVERAGE ALL	49,345

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	(74,500)
2	60,720
3	57,900
4	55,000
5	49,203
6	48,900
7	45,000
8	43,491
9	42,180
10	39,057
AVERAGE ALL	51,595

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	94,280
2	90,112
3	88,000
4	86,500
5	86,136
6	84,180
7	78,753
8	75,371
9	68,430
10	65,532
11	26,873
AVERAGE ALL	76,742

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(106,100)
2	(105,900)
3	(97,000)
4	90,000
AVERAGE ALL	99,750

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	85,000
2	75,600
3	68,880
AVERAGE ALL	76,493

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRES FOR PLANNING AND BUDGETING

RANK	SALARY
1	89,300
2	84,700
3	80,000
4	73,100
5	65,880
AVERAGE ALL	78,596

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	90,000
2	73,800
3	73,000
4	52,479
AVERAGE ALL	72,320

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	76,500
2	72,300
3	67,800
4	66,562
5	65,700
6	58,000
7	56,964
8	55,000
9	53,000
10	50,000
11	39,000
AVERAGE ALL	60,075

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	79,500
2	75,000
3	55,600
4	55,212
5	54,240
6	53,000
7	48,900
8	48,000
AVERAGE ALL	58,682

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	82,000
2	72,000
3	71,070
4	68,400
5	66,096
6	63,500
7	60,000
8	59,500
9	51,000
10	50,336
11	49,464
AVERAGE ALL	63,033

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TABLE II (Continued)
—SAN FRANCISCO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	70,000
2	59,102
3	55,700
4	55,300
5	52,096
6	52,000
7	47,700
8	43,575
9	41,500
10	38,500
11	35,016

AVERAGE ALL 50,044

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	59,800
2	53,100
3	47,795
4	47,160
5	46,800
6	46,030
7	44,065
8	43,019

AVERAGE ALL 48,471

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	81,500
2	80,000
3	77,500
4	77,000
5	(72,025)
6	68,904
7	58,959

AVERAGE ALL 73,698

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(72,025)
2	(71,500)
3	62,000

AVERAGE ALL 68,508

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	79,500
2	71,151
3	61,700
4	60,000
5	59,500
6	58,469
7	54,000
8	50,592
9	39,500

AVERAGE ALL 59,379

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	56,976
2	56,300
3	54,501
4	52,100
5	48,690
6	46,076
7	41,000
8	38,764
9	36,876
10	35,016

AVERAGE ALL 47,030

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	79,008
2	68,508
3	68,100
4	67,152

AVERAGE ALL 70,692

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	99,900
2	78,500
3	77,500
4	74,820

AVERAGE ALL 82,680

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	67,416
2	54,600
3	53,228
4	47,771
5	46,300
6	40,584
7	29,915

AVERAGE ALL 48,545

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	58,512
2	56,000
3	52,276
4	50,000
5	48,000
6	45,500
7	33,176

AVERAGE ALL 49,066

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	101,600
2	(82,600)
3	81,000
4	72,600
5	69,756

AVERAGE ALL 81,511

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	70,119
2	67,560
3	50,000

AVERAGE ALL 62,560

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	(95,900)
2	94,800
3	78,500
4	70,400
5	66,650
6	(64,284)

AVERAGE ALL 78,422

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	95,000
2	83,000
3	77,800
4	73,600
5	70,000
6	69,240
7	68,700
8	60,000

AVERAGE ALL 74,668

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	(87,400)
2	73,500
3	67,800
4	61,315
5	60,500
6	58,293
7	57,348
8	56,833
9	48,881

AVERAGE ALL 63,541

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	79,000
2	77,400
3	76,000
4	75,000
5	73,500
6	65,402
7	64,900
8	64,500
9	60,000

AVERAGE ALL 70,634

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	101,300
2	89,500
3	87,000
4	84,000
5	72,336
6	71,500
7	68,900
8	61,720

AVERAGE ALL 79,532

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	(95,900)
2	81,000
3	78,000
4	73,900
5	64,500
6	63,200

AVERAGE ALL 76,083

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	93,200
2	90,700
3	82,600
4	76,100
5	73,224
6	70,000
7	67,500
8	67,370
9	60,000
10	59,058

AVERAGE ALL 73,975

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	(95,900)
2	79,100
3	(78,000)
4	65,500
5	(64,284)

AVERAGE ALL 76,557

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	117,600
2	100,000
3	94,000
4	75,888
AVERAGE ALL	96,872

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	158,900
2	115,000
3	110,500
4	91,500
5	82,668
AVERAGE ALL	111,714

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	69,800
2	67,700
3	67,164
4	50,000
AVERAGE ALL	63,666

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	87,100
2	78,000
3	(78,000)
4	64,500
AVERAGE ALL	76,900

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The six participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Idaho
University of Washington
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	95,052
2	94,760
3	86,400
4	86,400
5	67,442
6	65,000
AVERAGE ALL	82,509

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	70,920
2	63,860
3	62,004
4	50,509
5	50,004
6	43,888
AVERAGE ALL	56,864

BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR

RANK	SALARY
1	46,452
2	40,572
3	40,403
4	36,565
5	28,358
AVERAGE ALL	38,470

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	73,980
2	72,300
3	67,000
4	65,250
5	59,010
AVERAGE ALL	67,508

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	92,700
2	80,835
3	(75,636)
4	70,800
5	65,250
6	59,010
AVERAGE ALL	74,042

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	62,004
2	49,500
3	44,342
4	41,280
5	39,936
AVERAGE ALL	47,412

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	78,696
2	65,920
3	65,004
4	59,532
5	51,699
6	40,019
AVERAGE ALL	60,145

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	62,604
2	54,147
3	47,961
4	40,991
AVERAGE ALL	51,426

BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	56,676
2	47,277
3	40,572
4	40,572
5	32,009
6	31,117
AVERAGE ALL	41,371

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	45,084
2	42,110
3	41,172
4	37,572
5	32,694
6	30,722
AVERAGE ALL	38,226

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	58,872
2	53,880
3	51,504
4	43,451
5	43,056
AVERAGE ALL	50,153

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)

RANK	SALARY
1	69,156
2	66,504
3	66,168
4	65,500
5	56,230
AVERAGE ALL	64,712

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—SEATTLE REGION—

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	57,252
2	50,003
3	34,285
AVERAGE ALL	47,180

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(56,676)
2	(53,832)
3	46,648
4	(46,103)
5	43,668
6	28,517
AVERAGE ALL	45,907

STUDENT AFFAIRS OFFICERS: REGISTRAR

RANK	SALARY
1	(56,676)
2	(53,832)
3	48,237
4	(46,103)
5	43,560
6	41,642
AVERAGE ALL	48,342

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	51,312
2	42,609
3	40,500
4	39,000
5	35,734
6	34,285
AVERAGE ALL	40,573

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING

RANK	SALARY
1	(52,672)
2	49,234
3	47,472
4	39,296
5	29,016
AVERAGE ALL	43,578

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	71,964
2	67,416
3	62,412
4	59,299
5	59,010
6	56,448
AVERAGE ALL	62,758

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	54,351
2	43,846
3	(40,248)
4	35,000
AVERAGE ALL	43,361

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	51,500
2	50,400
3	(40,248)
4	36,132
AVERAGE ALL	44,570

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	77,160
2	(48,660)
3	47,380
4	37,313
AVERAGE ALL	52,628

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	57,041
2	53,928
3	51,720
4	50,004
5	44,391
6	35,144
AVERAGE ALL	48,705

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	51,312
2	42,127
3	35,016
4	31,752
5	31,299
6	22,194
AVERAGE ALL	35,617

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(77,250)
2	(77,160)
3	62,500
AVERAGE ALL	72,303

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE II (Continued)
—SEATTLE REGION—

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	43,260
2	40,152
3	39,502
4	34,044
5	32,496
AVERAGE ALL	37,891

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	53,928
2	50,470
3	42,929
4	41,460
5	33,624
6	30,014
AVERAGE ALL	42,071

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	78,492
2	74,613
3	56,668
AVERAGE ALL	69,924

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	50,000
2	49,428
3	42,048
4	32,531
AVERAGE ALL	43,502

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	53,928
2	(48,660)
3	42,198
4	41,149
5	41,136
6	35,256
AVERAGE ALL	43,721

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	82,400
2	73,716
3	59,738
AVERAGE ALL	71,951

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	(77,250)
2	76,176
3	50,196
AVERAGE ALL	67,874

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	98,532
2	78,795
3	70,716
4	56,230
5	49,941
AVERAGE ALL	70,843

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	93,048
2	79,310
3	78,132
4	70,956
5	60,239
6	46,072
AVERAGE ALL	71,293

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	64,164
2	59,616
3	53,904
AVERAGE ALL	59,228

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	82,992
2	70,080
3	67,980
4	62,160
5	56,021
6	49,067
AVERAGE ALL	64,717

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	93,048
2	81,780
3	(77,250)
4	72,240
5	62,744
6	48,298
AVERAGE ALL	72,560

TABLE II (Continued)
—SEATTLE REGION—

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	76,176
2	75,096
3	64,999
AVERAGE ALL	72,090

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	70,524
2	58,339
3	48,006
AVERAGE ALL	58,956

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	85,512
2	77,250
3	71,508
4	52,021
AVERAGE ALL	71,573

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-NINE UNIVERSITY SYSTEMS IN TWENTY-THREE STATES

This table summarizes the data for twenty-nine university systems in twenty-three states. For making these data available, the University of Arkansas is grateful to the following university systems:

Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Southern Illinois University
State University and Community College System of Tennessee
State University of New York System
State University System of Florida
Texas A & M University System
University of Alabama System
University of Alaska Statewide System of Higher Education
University of Arkansas System
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Missouri
University of Nebraska Central Administration
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	154,500
2	145,000
3	139,200
4	125,000
5	125,000
6	115,400
7	115,000
8	115,000
9	112,200
10	108,575
11	107,004
12	106,620
13	104,876
14	102,680
15	101,000
16	100,006
17	96,000
18	95,400
19	95,000
20	94,760
21	93,000
22	92,040
23	89,250
24	89,250
25	87,000
26	86,996
27	83,485
28	80,000
29	73,300

AVERAGE ALL 104,570

ACADEMIC OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	141,625
2	111,600
3	107,980
4	98,633
5	95,000
6	94,000
7	90,000
8	87,000
9	86,902
10	85,680
11	(85,600)
12	84,000
13	80,620
14	79,500
15	77,232
16	75,075
17	71,208
18	71,000
19	70,143
20	69,830
21	69,120
22	60,900
23	60,000

AVERAGE ALL 84,898

ACADEMIC OFFICERS:
ASSOCIATE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	78,908
2	73,133
3	73,020
4	72,500
5	68,143
6	65,500
7	(61,000)
8	51,980
9	45,600

AVERAGE ALL 65,532

ACADEMIC OFFICERS:
ASSISTANT VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	61,600
2	65,415
3	63,440
4	58,860
5	58,151
6	55,971
7	55,340
8	52,380
9	49,000
10	46,750
11	44,630

AVERAGE ALL 57,412

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	65,397
2	60,258
3	58,020
4	48,090
5	43,067
6	40,350
7	38,250
8	(33,000)

AVERAGE ALL 48,304

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	141,625
2	115,000
3	96,620
4	93,637
5	92,833
6	87,429
7	(85,600)
8	85,440
9	81,121
10	(75,840)
11	72,100
12	67,725

AVERAGE ALL 91,248

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	106,000
2	(99,400)
3	86,000
4	85,680
5	(84,000)
6	75,600
7	70,950
8	69,000
9	68,880
10	68,143

AVERAGE ALL 81,365

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS:
ASSOCIATE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	76,500
2	(63,950)
3	58,270
4	56,200
5	48,410
AVERAGE ALL	60,666

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/ASST
TO THE PRES/CHANCELLOR

RANK	SALARY
1	77,000
2	(72,000)
3	70,451
4	65,000
5	63,150
6	(61,000)
7	59,568
8	59,500
9	59,447
10	58,000
11	56,964
12	55,096
13	54,860
14	53,448
15	45,000
16	38,000
17	31,570
AVERAGE ALL	57,648

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	110,000
2	94,110
3	(82,990)
4	80,000
5	78,908
6	74,048
7	74,000
8	73,439
9	70,073
10	68,500
11	66,000
12	65,460
13	64,800
14	61,850
15	60,946
16	56,700
17	56,300
18	56,194
19	55,000
20	54,360
21	53,760
22	52,500
23	50,097
24	42,000
AVERAGE ALL	66,751

OPERATIONS OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	81,600
2	71,672
3	68,143
4	60,549
5	58,000
6	(57,420)
7	54,510
8	52,668
9	48,000
10	43,260
11	42,000
12	41,392
13	39,360
14	37,910
15	34,103
16	33,892
17	(33,000)
AVERAGE ALL	50,440

OPERATIONS OFFICERS:
SECRETARY TO THE BOARD

RANK	SALARY
1	92,700
2	(82,990)
3	77,030
4	(74,263)
5	(72,000)
6	68,892
7	59,000
8	54,120
9	40,389
10	40,000
11	39,900
12	36,225
13	33,702
14	31,200
15	27,000
16	22,793
AVERAGE ALL	53,263

FINANCE AND BUSINESS
OFFICERS: VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	110,500
2	103,060
3	99,757
4	(99,400)
5	87,400
6	84,929
7	(84,000)
8	81,936
9	80,620
10	80,000
11	78,833
12	(75,840)
13	74,950
14	(73,000)
15	71,600
16	70,464
17	70,100
18	70,000
19	69,852
20	68,600
21	68,250
22	68,143
23	66,150
24	54,995
AVERAGE ALL	78,849

FINANCE AND BUSINESS
OFFICERS: ASSOC VICE
PRES/VICE CHANCELLOR

RANK	SALARY
1	82,220
2	75,600
3	66,000
4	65,880
5	59,774
6	59,740
7	56,070
8	54,905
9	46,758
AVERAGE ALL	62,994

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS: ASST VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	75,600
2	60,800
3	59,000
4	58,400
5	(57,330)
6	54,585
7	53,915
8	51,948
9	43,329
AVERAGE ALL	57,267

FINANCE AND BUSINESS OFFICERS: BUDGET OFFICER

RANK	SALARY
1	85,500
2	76,000
3	59,800
4	58,020
5	(57,330)
6	54,920
7	54,480
8	50,600
9	50,000
10	48,600
11	47,000
12	44,456
13	37,319
14	(33,000)
15	31,312
AVERAGE ALL	52,556

FINANCE AND BUSINESS OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	53,579
2	46,620
3	42,336
4	41,490
5	37,000
6	35,000
7	(33,000)
8	28,660
AVERAGE ALL	39,711

FINANCE AND BUSINESS OFFICERS: CONTROLLER

RANK	SALARY
1	77,000
2	(70,521)
3	67,272
4	62,060
5	58,620
6	58,240
7	55,015
8	53,620
9	53,000
10	52,800
11	46,850
12	42,230
13	33,728
AVERAGE ALL	56,227

FINANCE AND BUSINESS OFFICERS: AUDITOR

RANK	SALARY
1	77,000
2	67,260
3	65,915
4	65,711
5	64,000
6	59,000
7	(57,420)
8	56,000
9	54,392
10	54,027
11	46,675
12	46,392
13	45,000
14	44,200
15	44,070
16	43,200
17	42,540
18	42,000
19	39,664
20	39,039
21	36,816
22	(33,000)
AVERAGE ALL	51,060

FINANCE AND BUSINESS OFFICERS: TREASURER

RANK	SALARY
1	77,000
2	(70,521)
3	66,000
4	65,050
5	64,760
6	58,240
7	55,864
8	53,270
9	52,867
10	37,644
AVERAGE ALL	60,122

FINANCE AND BUSINESS OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	72,560
2	68,143
3	65,284
4	64,000
5	(63,930)
6	57,000
7	56,000
8	54,250
9	51,240
10	50,000
11	47,700
12	46,350
13	38,430
14	37,944
15	35,149
16	(33,000)
AVERAGE ALL	52,563

PUBLIC RELATIONS OFFICERS-INFORMATION SERVICES: VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	92,500
2	86,000
3	82,786
4	(78,908)
5	72,000
6	68,904
7	68,143
8	66,720
9	(63,120)
10	59,740
AVERAGE ALL	73,882

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1986-87

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	77,270
2	(64,000)
3	53,795
4	51,251
5	50,950
6	48,400
7	47,708
8	47,250
9	46,400
10	42,000
11	40,020
12	38,842
13	38,000
14	34,253
AVERAGE ALL	48,581

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	100,000
2	82,400
3	80,340
4	76,000
5	76,000
6	(74,263)
7	68,610
8	63,530
9	(63,120)
10	55,970
AVERAGE ALL	74,043

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	76,489
2	72,000
3	(64,000)
4	57,000
5	54,490
6	51,320
7	50,000
8	48,410
9	41,140
10	24,486
AVERAGE ALL	53,934

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	(78,908)
2	72,100
3	59,100
AVERAGE ALL	70,036

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	71,500
2	61,970
3	58,464
4	54,906
5	48,401
6	43,101
AVERAGE ALL	56,390

FACILITIES OFFICERS:
VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	79,218
2	78,000
3	76,300
4	69,852
5	58,000
6	56,480
7	56,180
AVERAGE ALL	67,719

FACILITIES OFFICERS;
ASSOC VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	75,270
2	63,667
3	57,360
4	52,910
AVERAGE ALL	62,302

FACILITIES OFFICERS;
ASST VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	60,970
2	53,236
3	53,000
AVERAGE ALL	55,735

FACILITIES OFFICERS;
DIRECTOR

RANK	SALARY
1	80,995
2	69,000
3	67,000
4	60,620
5	60,045
6	55,116
7	54,000
8	53,590
9	53,200
10	50,100
11	48,528
12	40,170
13	39,360
AVERAGE ALL	56,283